

**DANCE STUDIO OWNERS
SECTOR CONNECT SUMMARY**

MARCH 26TH, 2020

AUSDANCE VIC AND NSW

Disclaimer: All information outlined in *Dance Studio Owners Sector Connect Summary* is not personal advice. This is general information around policies and protocols discussed in the zoom call. Please make sure before you implement any changes to your business you seek the appropriate legal advice for your business.

FOCUSING ON DANCE STUDIO OWNERS

This session was led by Dr Katrina Rank with Fiona Hulands (Ausdance Victoria) and Kate Maquire-Rosier (Ausdance NSW). Sara Eddison Rose a lawyer with experience in human rights law, employment and labour law and insurance law volunteered to be present to point people in the right direction with their legal questions.

ATTENDEES

109 registrations

78-80 attendees from Victoria, NSW, ACT and WA.

AUSDANCE VIC AND NSW DISCUSSION OVERVIEW

- **INTERIM FINDINGS OF THE AUSDANCE IMPACT SURVEY and the work being done at National level and state levels.**

[Advocacy updates](#)

[Information on COVID-19 from Ausdance NSW](#)

- **SHARED AUSDANCE NATIONAL'S STATEMENT** regarding directive to suspend live classes

* Dance studios: While acknowledging the extreme hardship this will cause, Ausdance acknowledges the directive from the Federal government and the Australian Health Protection Principal Committee in relation to the temporary closure of non-essential businesses which has included gyms and indoor sports facilities. Ausdance recommends therefore, on the basis of common sense, that all dance teaching and rehearsal studios close temporarily until further notice, effective today, 24 March 2020.

- **SHOWED** via shared screen, various resources and sites. See links in summaries below

- **DISCUSSED THE GUIDELINES FOR ONLINE CLASSES**

[Online Delivery of Dance Classes and Tutorials](#)



OPEN FLOOR TO PARTICIPANTS

Sector Survey

We won't know the full financial impact of this pandemic till the beginning of term two. It is hard to accurately fill out the survey. Can we wait till week 2 term 2?

With our sector survey the more data we have about who is affected now will greatly help us give accurate data to the government and other advocacy work the Ausdance network is undertaking. We have been informed that we can update submissions with new data as it arises. Meaning you can fill in the survey now with all the current information you hold and when you have the numbers on the financial impact we can manually adjust your submission.

[Survey link>](#)

Business

A lot of questions around changing your business model, Moving the business online, the cost of moving online, the cost of extra data, how much to charge students, how much to pay teachers and the health and safety around it all.

Ausdance Victoria spoke with Business Victoria and the recommendation is for studio owners to develop business continuity and recovery plans. For each state specific business support and access to business mentors see below.

VIC: [Coronavirus business support](#)

NSW: [Small business advice and support](#)

WA: [Small business advice and support](#)

Online Transition and Liability

If we have a child who is not being well-supervised at home and they injure themselves, as a dance teacher if they've done safe dance practice, if they hurt themselves, where does the teacher stand legally? Also, because of different classes, new enrolment, duty of care in the case of being injured at home? Can we get families to sign some kind of waiver for online?

Sara Eddison Rose shared that yes Teachers can and should be getting parents or guardians to sign waivers re supervision by parents or caretakers during online lessons. Teachers may not be completely unaccountable because the duty of care is there, but you need to do as much as possible to reinstate safety laws, supervision etc. Teachers' personal duty of care is less because you can't be there. So, you need to put out as much care and take as many precautions as you can.

Ausdance VIC Online Delivery of Dance classes and Tutorials outlines

- Legal and Duty of care considerations
- Managing Risks for recorded and Streamed Classes
- Practical Considerations Planning and Delivering Online Classes
- Pedagogical considerations teaching a streamed class
- Safety Statements Prior to Classes
- [Recommended Reading](#)

We recommend Dance teachers and Studio owners contact their insurance provider and look at their business continuity plan.

Staff: Teachers pay

Is anyone paying teachers the same rate for online classes? If charging less.

I had a teacher requesting pay for the week of classes cancelled. Yet I will have to reimburse families. What has everyone faced in regards to this?

Employers of teachers are recommended to view Fair Work for information on Coronavirus and Australian workplace laws >>>[Coronavirus and Australian workplace laws - Fair Work Ombudsman](#)

You will also need to look at

- what type of Industrial Instrument applies to your business ([Industrial Instrument](#))
- Current employment agreements with your employees (standard employment contract)
- Current enterprise agreement [Enterprise agreements - Inquiry into the procurement of security services by local governments - Reports](#) or
- industry awards – amusement events and recreation award [MA000080: Amusement, Events and Recreation Award 2010](#)

We recommend seeking legal advice and or contacting the fair work hotline before implementing any changes to contracts.

Music:

Is one music pausing/suspending Payments?

One Music is asking Business or organisations who are being affected to please email them or use their live chat function on their website [OneMusic Australia: One Music Home](#)

One Music has different options/arrangements depending on the change of your business operation.

Premises use

Can we still stream classes from our studio?

Can external teachers use my studio (on their own) to film online content?

AUSDANCE STATEMENT

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Each State will have its own restrictions and are constantly being updated

Please see [Media Centre](#) for The Australian government information around current measures and new measures they are taking in response to COVID-19.

Please see <https://www.australia.gov.au/#state-government> for links to your particular state and the information around current measures and new measures they are taking in response to COVID-19.

Both these links provide answers to the questions around use of space. If you feel that your studio sits outside of these measures or are unsure how these apply, we recommend contacting your states covid-19 hotline



NEXT MEETING AND ACTIONS

Teachers

Fill out Ausdance [Covid-19 Sector Impact survey](#)

Ausdance Network

FOCUS ON INSURANCE QUESTIONS

- Invite a representative from AON Insurance to next sector meet up

FOCUS ON BUSINESS CONTINUITY PLANNING

- Positive and proactive ways forward
- Communication suggestions
- Encourage those who continue and remind them that they are offering continuity, and a place that is somewhat normal and something people enjoy doing
- We will get through this.

ADVOCACY INTO THE FUTURE

- Communicating to governments that teachers are keeping communities together, keeping things positive and somewhat normalized. Is there some way to support their efforts?
- Is there a way to make governments see that they are offering community services that keep morale up?
- Is there a way to receive financial support for this?
- Studios need support on data allowance and IT support for moving businesses online, discovering viable platforms that will help them as they recover from the COVID impact.

ACTIONS

- Lobby govt for IT support for arts workers specifically so that those with poor internet connections or in low socio-economic areas with no access to IT support or low levels of digital literacy can be assisted.

Next Zoom In session on **Thursday 9th of April at 2pm** will delve into the following

1. Insurance & online classes: How can studios continue if not in the physical studio? Is Zoom the only option? What alternatives are there?
2. Viability and change for business models: Charging less and more competition
3. Learning curve – client relationships + shift to focus on digital business enhancers

[Click here to register](#)



images: AYDF 2019, by Shuttermain