

ROYAL ACADEMY OF DANCE

Harassment and Sexual Misconduct Policy

CONTENTS

| | | |
|----|--|---|
| 1 | Purpose | 3 |
| 2 | Scope | 3 |
| 3 | Definitions | 3 |
| 4 | Policy statements | 3 |
| 5 | International students | 4 |
| 6 | Personal relationships | 4 |
| 7 | Education and training | 5 |
| 8 | Reporting and support | 5 |
| 9 | Investigation and disciplinary action | 6 |
| 10 | Non-disclosure agreements | 6 |
| 11 | Links to existing policies | 6 |
| 12 | Monitoring and review | 7 |
| 13 | Contact information | 7 |

Harassment and Sexual Misconduct Policy

1. Purpose

This policy aims to provide a safe and respectful environment for all students, both national and international, by preventing and addressing harassment and sexual misconduct. It complies with UK legislation, including the Equality Act 2010, the Worker Protection (Amendment of Equality Act 2010) Act 2024, and the Office for Students' Conditions of Registration, specifically Condition E6.

2. Scope

This policy applies to all members of the Royal Academy of Dance's community, including students, staff, contractors or suppliers, and visitors. It covers incidents occurring on Royal Academy of Dance premises, during Royal Academy of Dance-related activities, and online via RAD IT systems or through email, the internet or social media. It covers behaviour occurring during off-site activities in connection with Royal Academy of Dance business, and in any context related to the Royal Academy of Dance.

3. Definitions

- **Abuse of Power:** Where someone uses their position of power or authority in an abusive and unacceptable manner, including but not limited to: manipulation, coercion, bullying and harassment.
- **Consent:** A clear, unambiguous, and voluntary agreement to engage in a specific activity. Consent cannot be obtained through coercion, manipulation, or while a person is incapacitated.
- **Harassment:** Unwanted conduct related to a relevant protected characteristic that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Sexual Misconduct:** Any unwelcome behaviour of a sexual nature, including sexual harassment, assault, exploitation and any other form of sexual violence.

4. Policy Statements

The Royal Academy of Dance:

- is committed to preventing harassment and sexual misconduct (which includes sexual harassment) through education, training, and awareness programmes;
- will implement clear reporting procedures and ensure they are well-publicised;

- conduct risk assessments to identify and mitigate potential harassment scenarios;
- will promote a culture of respect and inclusion through institutional policies and practices;
- will take seriously all reports of harassment and sexual misconduct and will handle any allegations promptly, fairly, and confidentially.

Retaliation against individuals who report harassment or sexual misconduct or participate in investigations is strictly prohibited and will be dealt with formally through the following policies:

Faculty of Education Students

- Student Grievance and Complaints Policy and;
- Panel Hearing Policy

Royal Academy of Dance Staff

- Dignity and Respect Policy
- Sexual Harassment Policy for Staff

5. International students

The Royal Academy of Dance recognises that for the purposes of this policy, its international students who are registered on a UK programme of study may be studying on-site at Royal Academy of Dance headquarters or be completing studies in their country of residence. Regardless of location of study the Royal Academy of Dance has an expectation of professional behaviours of both its students and staff in relation to its programmes of study.

The Royal Academy of Dance will ensure that international students understand their rights and the resources available to them. Information sessions and materials regarding harassment and sexual misconduct will be available in multiple languages.

6. Personal relationships

In accordance with the Office for Students' Condition E6 on harassment and sexual misconduct, the Royal Academy of Dance prohibits intimate personal relationships between relevant staff members and students. This measure is implemented to protect students from any actual or potential conflicts of interest and/or abuse of power. The policy ensures that all interactions between staff and students remain professional and free from any undue influence or favouritism. Any breach of this policy will be taken seriously and addressed promptly to maintain a safe and respectful educational environment for all students and may result in disciplinary action, including dismissal.

In the case of teaching placement mentors where an existing personal relationship between the mentor and the student is disclosed at the point of the mentor being approved, the existing relationship is deemed acceptable. However, both the mentor and mentee remain within the parameters of this policy during their working relationship.

7. Education and Training

Mandatory training on harassment and sexual misconduct will be provided to all Faculty of Education students and Royal Academy of Dance staff, to include understanding the behaviours that constitute harassment and/or sexual misconduct and the application of this policy.

Additional specialised training will be available for those involved in supporting students who make an allegation/have experienced incidents, or are the perpetrators of incidents and handling reports, complaints and investigations.

8. Reporting and Support

Individuals who experience or witness harassment or sexual misconduct are encouraged to report the incident through the following channels:

- Online Reporting Form;
- Student Support and Wellbeing Manager:
[Studentsupport@rad.org.uk]
- National Office
- Programme Manager
- Level Co-ordinator
- Programme Officer

Individuals should feel empowered to make a report to any member of Faculty of Education or National Office staff in order to have their concerns heard.

Reports can be made by victims, witnesses, or third parties.

Support services available include information on counselling services, medical assistance, and academic support, including in relation to decisions regarding attendance, continuation, suspension or cessation of study.

International students can submit reports in their chosen language of study and the RAD will work with the National Office to provide assistance.

9. Investigation and Disciplinary Action

All reports of harassment and sexual misconduct will be taken seriously and investigated promptly by trained members of staff.

The investigation process will be:

- **Confidential:** Information will be shared only with those who need to know.
- **Impartial:** Investigations will be conducted fairly and without bias.
- **Thorough:** All relevant evidence will be considered.

Disciplinary actions for those found to have violated this policy may include warnings, suspension, or termination of registration on programme for students, and disciplinary measures up to and including dismissal for staff.

10. Non-Disclosure Agreements (NDAs)

Non-disclosure Agreements (NDAs) will not be used to prevent the disclosure of harassment or sexual misconduct allegations.

11. Link to Existing Policies

The Harassment and Sexual Misconduct Policy links to the following policies as follows:

- **Dignity and Respect Policy:** This policy complements the Dignity and Respect Policy by reinforcing the commitment to a respectful and inclusive environment. Both policies work together to ensure that all staff and students of the Royal Academy of Dance are treated with dignity and respect, free from bullying, harassment (including sexual harassment), and discrimination.
- **Sexual Harassment Policy for Staff:** This policy aligns with the Sexual Harassment Policy for staff by providing a consistent approach to preventing and addressing sexual misconduct across the Royal Academy of Dance. It ensures that staff are aware of their rights and responsibilities and have access to appropriate support and resources.
- **RAD Safeguarding Policy and Procedures on Safeguarding Children and Adults at Risk:** This policy aligns with the objectives of the RAD Safeguarding Policy and Procedures on Safeguarding Children and Adults at Risk, including creating a safe environment with a positive and protective culture, addressing any concerns raised about abuse, protecting children and adults at risk and supporting a duty of care.

- **Disciplinary Offences Policy:** This policy specifies acts of disciplinary offences that the FoE penalises and outlines the procedures for investigation of these offences.
- **Student Grievance and Complaints Policy and Procedures:** This policy includes information on formal and informal complaints procedures including Panel hearings, that will support a student in making a complaint. [Policies, Procedures, and Regulations - Royal Academy of Dance](#)

12. Monitoring and Review

The Royal Academy of Dance will maintain a single comprehensive source of information that sets out policies and procedures on harassment and sexual misconduct, including intimate personal relationships between relevant staff members and students. This information will be published and accessible at all times in a prominent position on the Royal Academy of Dance's website.


Historical versions of the policy will be made available for an appropriate period, and changes to the policy will be transparently communicated.

This policy will be reviewed annually to ensure it remains effective and compliant with current legislation and guidance.

13. Contact Information

For further information or to discuss this policy, please contact:

- Registry: registry@rad.org.uk

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| Created | January 2025 |
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| Signed on behalf of the Education Sub-committee of the Board of Trustees of the Royal Academy of Dance by the Chair |  |
| Review Date | May 2026 |