

ROYAL ACADEMY OF DANCE

RAD Recruitment of Ex-Offenders Policy Statement

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), the Royal Academy of Dance (RAD) undertakes to treat all applicants for positions and students for study fairly.

We undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

We will only ask an individual to provide details of convictions and cautions that we are legally entitled to know about where a DBS certificate at Enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended).

RAD is committed to the fair treatment of its staff, potential staff and students, regardless of race, gender, religion, sexual orientation, responsibilities for dependent's, age, physical/mental disability or offending background.

RAD actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcomes applications from a wide range of candidates and students, including those with criminal records.

For those positions where a criminal record check is identified as necessary, all job adverts and course information will contain a statement that an application for an Enhanced DBS certificate will be submitted in the event of the individual being offered the position.

We have a written policy on the recruitment of ex-offenders, which can be made available to all DBS applicants at the start of recruitment or application for study process on request.