

Abney Orchestra

Policy on the Recruitment of Ex-Offenders

- As an organisation using the Criminal Records Bureau (CRB) Disclosure service to assess applicants' suitability for positions of trust, Abney Orchestra complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of a conviction or other information revealed.
- Abney Orchestra is committed to the fair treatment of its committee members, potential committee members and members of the orchestra, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
- This is our written policy on the recruitment of ex-offenders, which is made available to all Disclosure applicants at the outset of the recruitment process.
- We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.
- A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, potential applicants will be informed that a Disclosure will be requested in the event of the individual being offered the position.
- All Disclosures will be via the Making Music organisation and will follow the Making Music procedures and recommendations.
- We make every subject of a CRB Disclosure aware of the existence of the CRB Code of Practice and make a copy available on request.

Having a criminal record will not necessarily bar you from holding a position on the committee.

This will depend on the nature of the position and the circumstances and background of your offences.