

ETHICAL CAREERS POLICY

Context

1. The Royal College of Music has a long-standing commitment to environmental sustainability. The RCM's Sustainability Strategy sets out the ambition to contribute to a better world for students, staff and audiences; everyone who is involved in the College's activities and beyond.
2. The RCM's Creative Careers Centre is recognised internationally for its innovative approach to supporting young musicians. Students are offered resources, guidance, bespoke career advice, workshops and presentations by industry specialists, plus a broad range of professional opportunities, including performances and teaching work.
3. The Creative Careers Centre is committed to working in the best interests of students while also recognising our responsibility to minimise any negative environmental, social and economic impacts that arise from our operations, and to maximise all opportunities for us to have a positive environmental impact.
4. The Creative Careers Centre abides by the RCM's Environmental Policy and Sustainability Strategy ([Estate, facilities & the environment | Royal College of Music \(rcm.ac.uk\)](#)).
5. This policy ensures that the Royal College of Music's involvement with third-party organisations is conducted transparently and in a socially responsible manner, taking into account wider social, environmental and humanitarian issues.
6. The Creative Careers centre is independently run by the College and not as part of a combined careers service. Full Careers Service Staff contact details including name, role and email address are present and easily found within our Careers Service webpages: [Creative Careers Centre | Royal College of Music](#).

External Employment

7. The Creative Careers Centre aims to provide students and graduates with the opportunity to engage with a diverse range of third-party employers. In line with the RCM's commitment to minimise negative environmental, social and economic impacts, the Creative Careers Centre excludes post-study recruitment opportunities from the following sectors:
 - All fossil fuel companies
 - All mining companies
 - All arms companies
 - All tobacco companies
8. Screening commitments only relate to post-study opportunities between the RCM careers service and third-party employers.

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