

Recruitment, Selection and Admissions Policy

1. Purpose

- 1.1. The following document outlines the policy for the recruitment, selection and admission of students at Mountview Academy of Theatre Arts. From here on in referred to as The Academy.
- 1.2. The principles outlined apply to all programmed courses leading to an award from University of East Anglia and Trinity College London; this includes undergraduate and postgraduate study.

2. Principles

- 2.1. The Academy is committed to providing flexible, high quality teaching and a professional working environment for students from all backgrounds offering equality of opportunity to anyone with the ability to benefit.
- 2.2. The Academy is committed to promoting equality of opportunity and providing a supportive and inclusive environment for all prospective students. Details can be found in the Academy's Equality and Diversity Policy.
- 2.3. The Academy values diversity and is committed to equality in education. Students are selected on the basis of their individual merits, abilities and aptitudes.
- 2.4. The Academy seeks to overcome barriers to participation and to support each individual to develop to their full potential.
- 2.5. The Academy seeks to actively promote its provision as widely as possible amongst qualified candidates in the UK and internationally.
- 2.6. Each applicant will be invited to an audition/interview, every endeavour will be made to accommodate applicants availability where possible.
- 2.7. The Academy will aim to ensure that its recruitment, selection and admissions process is clear and transparent to all regardless of background.
- 2.8. For a candidate to be successful in gaining a place at the Academy, Heads of Departments and the admissions office must be satisfied that the potential student has every reasonable prospect of succeeding on his or her chosen course of study.
- 2.9. The Academy will ensure that operation of the admissions processes and application of entry criteria are undertaken in compliance with their current Equality and Diversity Policy.

3. Admissions Information

- 3.1. The Academy welcomes and encourages applications from a wide range of backgrounds.

- 3.2. The Academy recognises its diverse range of applicants and accepts that their prior attainment may vary despite their potential.
- 3.3. The Academy will continue to supply clear and accessible information for applicants about entry requirements, interview/audition processes, timescales for decisions, fees and finance and student support.
- 3.4. Electronic and DVD applications are permitted if an applicant is unable to attend an audition due to being based outside of the UK.
- 3.5. Admissions information is available in a range of formats upon request.
- 3.6. The Admissions Administrator in collaboration with the Principal, all Heads of Departments and Marketing are responsible for updating information relating to auditions/interviews for the website and any publications.
- 3.7. The Executive Board is responsible for setting admissions targets, which are decided at the start of each academic year.
- 3.8. The criteria for selection as identified by Heads of Discipline and Heads of Department will be transparent and justifiable.
- 3.9. Academic staff involved in the selection process will be specialists in their discipline field and engage in regular professional development to ensure up-to-date knowledge.
- 3.10. All visiting staff employed in the selection of applicants will receive training in its procedures and briefed on the criteria for assessing suitability and scoring processes.
- 3.11. At each stage of the selection process applicants will have the opportunity to engage with a panel of staff and to meet students from the Academy.
- 3.12. Across the range of admissions information available, Academy staff will:
 - Ensure that a candidate with additional needs is aware, in advance of their audition/interview, of any guidance or support the Academy can offer and how they can access this.
 - Ensure that any potential student who has disclosed information in relation to a criminal offence, caution or warning understands that any non-academic information will play in any admissions decisions.
 - Ensure that candidates are aware of their responsibility to provide full and accurate information when requested as part of the admissions process.
 - Ensure that candidates understand that Mountview does not normally allow deferrals except in extenuating circumstances.
 - Ensure that candidates understand that Mountview does not normally allow course transfers except in extenuating circumstances.
 - The Admissions department will communicate the outcome of each audition/interview clearly and in a timely manner.
- 3.13. Students should be 18 by the commencement of an undergraduate course and 21 by the commencement of a postgraduate course.
- 3.14. The Academy may occasionally allow a candidate to commence the undergraduate course if they are yet to turn 18 subject to safeguarding permissions

- 3.15. The Academy will communicate any major changes to the curriculum or course structure to students who have been offered a place.
- 3.16. All international students entering the Academy must have a Tier 4 visa which satisfies the minimum requirement financially and for English Language as laid out by the UK Visa and Immigration Department.
- 3.17. The Academy requires all ESL students to achieve an IELTS score of 6.5 prior to being offered a place.
- 3.18. The Academy will act in accordance with the Data Protection Act 1998 with regards to admissions data.
- 3.19. The Academy will not normally consider late applications.
- 3.20. Where applications are successful, students will receive an unconditional offer letter and the Academy's Terms and Conditions via post (Undergraduate) or via email (Postgraduate).
- 3.21. On occasion, successful Performance applicants may be offered a conditional place on the grounds of specialist vocal or physical checks which are needed in order to satisfy their fitness to train.
- 3.22. In the event of a conditional offer being made, the requirements will be clearly laid out with specific guidance on the course of action to be taken.
- 3.23. Where applications have been unsuccessful it is the admissions department that is responsible for communicating with the applicant that they have been unsuccessful. This will take the form of a sensitive standard email or letter acknowledging that the application has been carefully considered.
- 3.24. On occasion, unsuccessful applicants may be offered opportunities to engage in a free audition/interview for an alternative course that may be deemed more suitable for the applicant.

4. Applicants with Special Educational Need and Disability (SEND)

- 4.1. Applications from students with SEND will be assessed against the Academy's entry requirements on the same basis as any other application and will be subject to the same application process.
- 4.2. Any support or adjustments required for an audition or interview will be coordinated by the Admissions Administrator and Student Services team.
- 4.3. Applicants are encouraged to inform admissions of any requirements during the application and invitation process to ensure the Academy can provide the correct support.

5. Feedback & Complaints Requests

- 5.1. The Admissions Administrator is responsible for maintaining accurate and up-to-date records relating to admissions.
- 5.2. It is the responsibility of the Admissions Administrator to ensure that an adequate and appropriate record is kept of the grounds on which any decision is based.

- 5.3. The Academy does not provide feedback from auditions/interview; candidates may upon request receive their audition/interview forms for a nominal charge.
- 5.4. Upon request the Academy will make available to enquirers and applicants a copy of the appeals procedure should they feel that any of the recruitment, audition/interview or admissions process has not been conducted in accordance with the Academy's Admissions Policy. The Head of Registry will provide advice on how to do this, upon request.

6. Monitoring & Reviewing

- 6.1. The Academy will continually monitor its recruitment, audition/interview, selection and admissions to ensure that they work effectively, taking on board feedback from applicants and staff each year.
- 6.2. The Admissions office will monitor response times in relation to enquiries and admissions decisions. Setting expectations for and monitoring expected application to offer turnaround times is the responsibility of the admissions office. The admissions department understands that quality of service and effective applicant communication are as important as time efficiency
- 6.3. The Admissions office will regularly review and monitor the profile of applicants and entrants with regards to equal opportunities. Applicant's data by all relevant and protected characteristics will be presented to the Executive Board on a monthly basis.
- 6.4. This policy will be subject to the ongoing regular review cycle led by the Executive team.