

Appendix 7: STUDENT CODE OF CONDUCT

General Principles

The student experience, and a collaborative approach to learning, are at the core of Central's mission. By creating new challenges in our training environments, and establishing ourselves as a world-leading centre for performance teaching and research excellence, we aspire to foster a climate of creativity, artistry and innovation.

This can only be achieved if all members of the School's community have the trust and confidence to work alongside each other in an environment that permits freedom of thought and expression within a framework of respect for the rights of other people.

This Code of Conduct define the standards of behaviour that are required of all students during their time as a registered student of Central, and were developed in collaboration with Students' Union. They apply to all student activity related directly or indirectly to being a registered student at Central, including both academic and social contexts.

What follows is intended to outline key headline areas, alongside illustrations of the kinds of behaviour that may result in the Student Disciplinary Procedures being triggered. This is not intended to be an exhaustive list of all behaviours that would contravene the Student Code of Conduct. You should make yourself familiar with this document so that you are able to conduct yourself in a professional, courteous and inclusive manner. Any behaviours which negatively impact on the people that make up the Central community (and all those who come into contact with it) or the physical environment of the campus will not be tolerated.

Equal Opportunities

Central aims to be a community where staff and students are treated on the basis of their intrinsic value as human beings and where opportunities are available for all to use and develop abilities in order to realise potential. Central considers that equality and diversity are enriching, both collectively to the School community and individually to its members. It aims to create and sustain a working environment in which true equality for all is created through understanding and behaviour. This includes fostering equality of opportunity through promoting good relations among and between staff and students.

The School is committed to equality of opportunity for all, irrespective of gender, race, age, ethnic or national groups, marital status, sexuality, LGBTQ+, disability, religion, political belief or trade union activity. Discrimination takes place when an individual is treated less favourably than others based on a protected characteristic.

The School is committed to taking positive action to promote such equality of opportunity, and this applies to both students and staff.

The School has published a Single Equality Scheme.

Behaviour

Central expects all members of its community - students and staff - to conduct themselves in a professional, courteous and inclusive manner. The following is an indicative list of behaviours that would result in Student Disciplinary Procedures being triggered. This list is not exhaustive, but is intended to give an overview of the kinds of behaviour that will trigger the Student Disciplinary Procedures as outlined in Appendix 3 of the Handbook of Academic Regulations.

- Bullying, aggressive, threatening, indecent, disorderly, offensive, violent or other unreasonable behaviour or language, whether expressed orally or in writing (including electronically and on social networking websites) whilst on the School's premises or engaged in activity associated with the School (this includes the Student Union Bar and any occasions away from the campus where you are interacting with members of the School community);
- Harassment: that is, unwanted physical, verbal or non-verbal conduct which may (intentionally or unintentionally) violate a person's dignity or create an intimidating, hostile, degrading, humiliating or offensive environment, and/or which interferes with an individual's learning, working or social environment. (Harassment also includes treating someone less favourably because they have submitted or refused to submit to such behaviour in the past).
- Misuse or unauthorised use of the School's premises, facilities or property, including misuse of a computer or networks in breach of the relevant IT and library regulations and policies;
- Misappropriation of funds or assets belonging to the School or the Students' Union;
- Repeated breaches of course discipline, despite course-level warnings.
- Conduct which prevents or disrupts teaching, learning, assessment or research at the School or in a placement organisation, or the School's administration, or the orderly conduct of any meeting or activity of the School or involving the School.
- Conduct likely to cause loss, damage or harm to the School, its staff or students or members of the public on School premises, or to their property or safety or the School's property;

- Serious, wilful or recurrent disregard for the School's Health and Safety procedures;
- Behaviour which breaches the School's Single Equality Scheme and associated Statements on Equality;
- Any criminal offence committed on the School's premises;
- Any criminal offence committed outside the School which, in the judgement of the Principal or their designate, is detrimental to the School, or to any student or member of staff or governor of the School;
- Failure to comply with a previously imposed penalty arising from a formal Student Disciplinary Procedures investigation;
- Failure to attend a disciplinary and/or appeal interview without reasonable cause.

Sexual Misconduct

Sexual misconduct which includes (but is not limited to) the following, within or outside a sexual or romantic relationship, including where consent to sexual activity has been given then withdrawn, or if consent has been given on previous occasions: sexual intercourse or engaging in a sexual act without consent; attempt to engage in sexual intercourse or a sexual act without consent; sharing private sexual materials of another person without consent; kissing or touching inappropriately without consent; inappropriately showing sexual organs to another person; repeatedly contacting or following another person without good reason; making unwanted remarks of a sexual nature. For the avoidance of doubt, in this paragraph, 'without consent' includes purported consent obtained by force, intimidation, manipulation or coercion. Sexual harassment, that is any form of unwanted or persistent behavior of a sexual nature.

Racism

The term 'racism' relates to discriminatory attitudes, beliefs, behaviour, distinctions, exclusions, restrictions or preferences that are based on presumptions about a group or person's race. Racially based conduct that subjects a student or a staff member to discrimination on the basis of race or has the purpose or effect of substantially interfering with an individual's work or study performance or creating an intimidating, hostile or offensive work or study environment.

Racial harassment may include, but is not limited to the following: verbal or written racial slurs, epithets, jokes, comments or terms; repeated remarks to a person that contain racial, derogatory or demeaning implications; sabotage of work or projects when associated with other forms of racial harassment; racially oriented graffiti; verbal, written, or physical

expressions of hatred due to race; display or distribution of racially oppressive or demeaning objects, pictures, literature, magazines, cartoons, posters or images; harassment involving objects or items historically or stereotypically associated with race; unwelcome physical contact, close physical proximity or looks when associated with other forms of racial harassment.

Hate Incidents

Hate incidents and hate crime are acts of violence or hostility against a person or property that is motivated by hostility or prejudice towards a person due to a particular characteristic. This could be a disability, race or ethnicity, religion or belief, sexual orientation, transgender identity or an alternative sub-culture hate crime.

Hate incidents can take many forms: verbal abuse like name-calling and offensive jokes, harassment, bullying or intimidation, physical attacks, threats of violence, on line abuse.

Social Media and Online Behaviour

All students have a responsibility to conduct themselves in a professional, courteous and inclusive manner - this includes all online and virtual spaces and all types of social media.

Central will not tolerate online bullying or other activities (such as posting indecent or offensive content) undertaken on the internet that have a damaging or pernicious effect on other individuals or on the School.

Any inappropriate or damaging comments or activities undertaken anywhere online that come into the public arena will be subject to formal Student Disciplinary Procedures.

For the avoidance of doubt, this includes emails (whether sent from a Central or other account), chat rooms, email, texts, instant messaging (e.g. WhatsApp), Facebook, Twitter, Instagram, YouTube and any other social media platform or internet forums.

Alcohol and Drugs

As a community, students and staff can expect to work, study and socialise together in a reasonable manner, free from the effects of alcohol, drugs and other intoxicating substances and within a safe environment (in line with the School's Health and Safety Policy).

Under the Misuse of Drugs Act, 1971, it is an offence for the School knowingly to permit certain activities such as the smoking of cannabis, the possession of illegal drugs or the supply of controlled drugs to take place on its premises.

The School also has a requirement to comply with the Licensing Act 2003 covering bars and the use of public spaces.

Students who are suspected of being under the influence of drugs and/or alcohol may not be permitted to attend studies at the discretion of the Programme/Course/Pathway Leader. In such circumstances the formal Student Disciplinary Procedures will be triggered.

Students must not be under the influence of drugs and/or alcohol when taking any active part in any performance or production on Central's premises or on offsite projects or placements.

Activities rendering the School liable to legal prosecution will be treated, in the first instance, under the Student Disciplinary Procedures. Serious offences may be referred to the police.

Attendance and Punctuality

All students at Central are expected to maintain full attendance to all aspects of their programme. It is an essential part of the specialist training offered at Central that students are punctual and present for all sessions. Lateness and non-attendance are considered to be formal disciplinary matters. It is a student's responsibility to note their Programmes Officer details and the method for reporting absences.

Academic Conduct

Students at Central are expected to comply with best academic practice, and not to commit any assessment offences (such as plagiarism, collusion, or contract cheating) during the course of their studies.

Awareness and caring for others

You should be aware of the help and support available at Central from sources such as the Student Advice Service, Disability and Dyslexia Service, the Counselling Service and Central's Student Union.

You should show consideration for the welfare of your friends and peers and, if appropriate, provide advice on seeking help or speak to a member of staff if you are worried about another person's well-being, health or behaviour.

Health and Safety

Central takes Health and Safety (H&S) seriously, because we believe that:

- Everyone has a right to a healthy and safe learning environment;
- Good H&S is an integral part of best practice in all our activities;
- It is an essential part of being a good employer and quality educational establishment.

Students have a responsibility to contribute to Central's healthy and safe learning environment. Following are some principles that all students are expected to follow.

All students should ensure that they understand any requirements or procedures that are relevant to what they are doing and should follow them. Central aims to only stipulate rules when necessary and to protect students' health and safety. If a student is unsure of how to do something or use any equipment, they should ask for help or guidance.

Students must only use equipment and tools for which they have the necessary authorisation. If in doubt, see point above.

A safe and healthy environment starts with taking personal responsibility. If a student is using a space, they should think of the obvious hazards over which they have some control (e.g. slips and trips, sharp edges, space to move freely, falls from height) and do something about them to minimise the risk of injury or ill-health.

Embrace risk assessment! If a student is doing something slightly different, spend a few minutes thinking about what extra hazards this might create that may not have been covered by existing arrangements. Work out what needs to be done and then do it. This will be integral within some courses, but it is relevant to everything and everybody.

Try not to introduce any new hazards into spaces unwittingly or unnecessarily - for example, if a student is using their own equipment, check that this is appropriate first and always give things a visual inspection before use (e.g. 80% of all electrical problems are preventable by checking things like cables, plugs and connections before use).

If there is something not quite right with a space and the student is unable to fix it, speak to the relevant course team or to the Estates Team as soon as possible so that the issues can be resolved.

Student must report any health and safety incident that they witness or are involved in, however trivial. Central can only learn how to prevent things going wrong if we have enough information. Our reporting and investigation procedure is based on the principle of considering incidents as learning opportunities.

If a student sees good practice, then they should share it. Learning from good practice is just as useful as learning from when things go wrong.

Remember that whatever you might read or hear, good health and safety - the kind we aspire to at Central - is about enabling all students to achieve their potential and is never about preventing or constraining their learning or self-expression.