



## **Student Code of Conduct and School Code of Behaviour**

### **Student Code of Conduct**

The Rambert School Student Code of Conduct applies to all students who are registered with us on a course of study. Once you join the School you are expected to share the responsibility for creating an environment in which everyone can learn and enjoy the academic and social life of the School. All Rambert School students are required to conduct themselves in a positive, inclusive and professional manner at all times. Rambert School asks that you please abide by the following rules:

#### **Environment**

1. You must respect School property and other people's belongings.
2. You must help the School with its security by keeping visitors and guests to a minimum and ensuring that all visitors or guests sign in on arrival and are collected from the hallway waiting area. All visitors must sign in and comply with the School visitors system. Permission must be sought in advance for visitor access to the School. Please note that visitors are not allowed to observe any classes or rehearsals except where arranged or agreed by the School.
3. The School cannot give students permission to use external rehearsal spaces (except where organised by the School). Students using external facilities under their own arrangements are not covered by the School's insurance policies or its Health and Safety Policy and therefore the School cannot accept responsibility for any injury, loss or damage sustained off the School premises.
4. Students are not permitted to book rehearsal space at Rambert School on behalf of people external to the school.
5. You must only eat and drink in the designated areas. Eating and drinking (except bottled water) are not allowed in the theatre, studios or the Library. The School is a non-smoking environment apart from the designated area.

#### **Conduct**

1. You must have consideration and respect for everyone else in the School and ensure you are polite and courteous at all times. This includes respecting others' race and religion; gender; sexual orientation; disability; age; social background and role within the School. You must not harass staff or students for any reason or in any way. Harassment can include bullying, insulting comments, offensive behaviour, jokes, threats and giving people unwanted attention.
2. You must not engage in gambling, consume alcohol or take or deal in illegal substances on School premises. Any drug-induced or drunken behaviour will be subject to disciplinary action.
3. You must move about the learning areas, studios, offices, hallway, car park and grounds in an orderly fashion.

4. You must take care to act safely and not put yourself and others at risk. If there are special safety requirements related to your studies you must comply with them.

5. You must never start, or join in, any physical violence or aggressive behaviour. Any act of violence or aggression can lead to you being immediately suspended.

6. You must never start, or join in, anti-social behaviour, which includes behaviour which makes anyone else feel unsafe or which harms anyone. This includes anti-social behaviour as a result of intoxication through alcohol or drugs. Being under the influence of any substance does not remove your responsibility for your behaviour, and is not an excuse for unacceptable behaviour.

7. You must ensure that you comply with the rules, regulations and policies of Rambert School at all times whilst a student. Failure to do so would normally be deemed a breach of our rules, regulations or policies (such as this Student Code of Conduct, the School Code of Behaviour or the Policy on Sexual Misconduct, Harassment and Related Behaviours). A breach of our rules, regulations or policies constitutes misconduct.

The Student Code of Conduct is there to protect everyone. If you do not follow these rules you may be subject to disciplinary action under the Non-Academic Misconduct Policy, which could lead to your expulsion from the School.

## **School Code of Behaviour**

This Code of Behaviour applies to all staff and students of Rambert School. We believe that the positive behaviours enshrined in this Code apply to our whole community and that, whilst procedures may as necessary be different for staff and students, our expectations about who we are and the institution we want to be are the same for everyone in the School, regardless of status. We strive to promote, nurture and embed positive and inclusive behaviours to create an environment in which all members of the Rambert School Community can flourish, thrive and feel safe. It is of the utmost importance to us that in creating and maintaining our inclusive culture and community within the School, our graduates and staff go on to continue this inclusivity as they progress on their individual journeys.

### **Purposes of the School Code of Behaviour**

The purposes of this Code of Behaviour are:

- To establish the expected behaviours of Rambert School students and the staff that work across all areas of the institution and its Schools
- To promote, foster, nurture and embed the desired positive and inclusive Behaviours, on the part of all members of the School, that help to create and maintain the positive cultures within which all can flourish, thrive and feel safe
- To provide for the advancement of the profession, knowledge and creativity in the development of ethically sensitive, professional and responsible persons

All students and staff are subject to this Code in relation to:

- a) the activities they engage in as students/staff of the School;
- b) the services or facilities they access due to being students/staff of the School;
- c) their presence in, or access to, premises owned, leased or managed by the School;

- d) any activity not covered by a), b) or c) above, but which might harm the safety, interests or reputation of the School and its community, or impact on the student's suitability to remain a registered student, or impact on the member of staff's suitability to remain a member of staff.

Rambert School continuously works to create an inclusive environment in which all students are able to develop as artists and technical specialists, supported by their peers and tutors, and in which staff are supported to deliver not only the artistic training but also the professional services that facilitate and enable the School's high standards.

Members of the Rambert School community constitute a diverse group of people coming together from many different cultures with a wide spectrum of perspectives about artistic disciplines, about education and about life. The School embraces these differences and believes they should be celebrated, as they can only enrich its community and the experience of the specialist training and community offered by Rambert School.

## **The Standards of the School Code of Behaviour**

All members of the Rambert School Community are expected to adhere to this Code of Behaviour and are therefore asked to:

- a) **Create and maintain the relationship of trust and confidence between you and the School community**
- b) **Be a polite, courteous, and responsible citizen, look out for other members of the School community and beyond – be an active bystander. Comply with instructions as required (including government instructions in the event of a pandemic or other crisis)**
- c) **Show consideration and respect at all times towards others, irrespective of role, position or background**
- d) **Create and maintain an inclusive and supportive learning environment and pastoral environment for all**
- e) **Show empathy with others. Accept that others may not necessarily share your point of view, and be respectful of differences of opinion. Recognise that people do not all start from the same starting points, and that individuals may face very different challenges and obstacles**
- f) **Take the time to get to know your peers, be supportive of them and those who work with you at all levels and seek to understand their point of view**
- g) **Be aware of the need for reflection and independent study in taking responsibility for your own learning and development, and in order to see genuine progress**
- h) **Adhere to all Rambert School Student and Staff Codes of Conduct**
- i) **Understand and be familiar with Rambert School's definitions of unacceptable behaviours as defined in the [Rambert School Policy on Sexual Misconduct, Harassment and Related Behaviours](#) and [Rambert School Non-Academic Misconduct Policy](#). It is just as important for staff as well as students to understand these definitions**

## **Rambert School Code of Behaviour**

### **Guidance on meeting our Standards:**

- **Behave** professionally at all times, whether physically on-site at the School or outside of the School environment;
- **Be** a kind, understanding and respectful individual, as a School ambassador;
- **Familiarise** yourself with the School's Inclusivity Policy and Protocols;
- **Respect** all others' race; religion; gender; sexual orientation; disability; age; social background;
- **Be aware** of how your thoughts, words and actions may be influenced by unconscious biases and established systems and structures, and the effect this has on others;
- **Promote and support inclusivity** by making the effort to keep yourself educated on social issues, and by being an Active Bystander;
- **Work** with patience and generosity of spirit, in order to create a positive learning environment for all;
- **Be prepared** to take on new ideas and to 'let go' of previously formed habitual patterns of behaviour (eg of thought, movement and practice);
- **Be cognisant** of the importance of learning to work both as an individual, and in collaboration as a member of a team;
- **Recognise** the value of approaching all classes and training opportunities with curiosity and an open mind;
- **Be aware** that dealing with new ideas can be confusing, and sometimes overwhelming, and recognise that this is a natural part of progressing;
- **Work mindfully** in relation to safe practice, and individual physical structure and learning styles;
- **Seek** to recognise your strengths and weaknesses and apply this knowledge in setting targets for improvement.
- **Respect** the property of the School, its community and other people;
- **Create and maintain** an environment in which misconduct and harassment is not tolerated, and where you protect individuals who experience it by safely calling it out, reporting it and/or supporting those individuals. Harassment can include bullying, insulting comments, offensive behaviour, jokes, threats and giving people unwanted attention;
- **Comply** with any safety requirements, including safety requirements allied to your programme of study, the School environment and related activities;
- **Act safely** to ensure that you do not place yourself or any others at risk;
- **Ask** a member of staff if there is anything that you don't understand or are not sure about.

### **In addition to the above:**

#### **Students are expected to:**

- Read the School Student Handbook and Programme Handbook
- Ask a member of staff if there is anything that you don't understand

#### **Staff are expected to:**

- Read the School Staff Handbook and relevant online area where the Staff Disciplinary and Grievance procedures are kept
- Ask a member of HR or your line manager if there is anything that you don't understand