

LAINÉ

THEATRE ARTS

Policies

Student Code of Conduct

STUDENT CODE OF CONDUCT

The following policy applies to BA (Hons) Musical Theatre (3-year course), Level 6 Diploma in Professional Musical Theatre, BA (Hons) Musical Theatre (one-year top-up), Cert HE (Musical Theatre), and the 1-year Foundation Course in Musical Theatre.

CONTEXT

Laine Theatre Arts (LTA) is committed to upholding a clear set of institutional values in the delivery of its higher education provision. These values reflect both professional industry expectations and the standards required within Higher Education.

LTA IS DEDICATED TO:

- Striving for excellence across all areas of professional and academic practice
- Preserving and evolving the heritage of dance and musical theatre
- Promoting inclusivity and celebrating diversity in performance
- Respecting all individuals regardless of background or identity
- Supporting student wellbeing and personal development
- Encouraging creativity, innovation, and employability
- Fostering curiosity, collaboration, and lifelong learning
- Embedding student voice within institutional culture

This Code of Conduct establishes the expectations placed upon students as members of an academic and professional training community.

It operates alongside, and does not replace, formal policies relating to academic misconduct, non-academic misconduct, or other regulatory procedures. This Code sets out behavioural expectations and does not in itself constitute a disciplinary procedure. Alleged breaches will be considered under the

appropriate formal policy, including the Student Non-Academic Misconduct Policy.

SCOPE

This Code applies to all students and to all aspects of their engagement with Laine Theatre Arts, including:

- Academic and training activities
- Performances and productions
- Institutional events
- Online and digital environments
- External placements or professional engagements linked to LTA

The application of this Code is subject to the LTAs formal policies and procedures, which determine how concerns are investigated and resolved.

PRINCIPLES

Failure to meet the expectations set out in this Code may result in action under relevant LTA policies, including the Student Non-Academic Misconduct Policy.

Students are expected to demonstrate:

- Respect for others
- Professional behaviour
- Responsibility and accountability
- Punctuality and reliability
- Consideration for the learning environment and community

Behaviour will be assessed based on what a reasonable person would consider acceptable, considering context, intent, and impact. These principles are further defined as follows:

RESPECT FOR THE INSTITUTION AND COMMUNITY

Students are expected to:

- Respect LTA, its values, and its reputation
- Treat all members of the community with dignity and respect
- Contribute to an inclusive and supportive environment
- Follow LTAs policies and procedures
- Act in a way that supports equality, diversity, and inclusion

BEHAVIOUR AND CONDUCT

Students are expected to:

- Behave appropriately in all LTA related environments
- Use facilities responsibly and follow health and safety requirements
- Take care of shared spaces and resources
- Avoid damage, misuse, or inappropriate use of LTA property

COMMUNICATION AND LANGUAGE

Students are expected to:

- Use respectful and appropriate language in all communication
- Be mindful of the impact of communication on others
- Use social media responsibly in relation to LTA and the wider community
- Avoid behaviour that may negatively affect the reputation of the College

RESPECT FOR DIVERSITY AND INCLUSION

Students are expected to:

- Respect individual differences, identities, and experiences
- Engage constructively with different perspectives
- Support an environment where all students can participate fully and safely

PROFESSIONAL ENGAGEMENT

Students are expected to:

- Attend and engage fully in classes, rehearsals, and assessments
- Manage time effectively and communicate appropriately regarding absence
- Prepare adequately for all training activities
- Participate actively in learning and development opportunities

USE OF MATERIALS AND INTELLECTUAL PROPERTY

Students must:

- Seek permission before recording or sharing others' work
- Respect intellectual property and creative ownership
- Use digital and recorded materials appropriately

PROFESSIONAL CULTURE AT LTA

LTA operates within a culture of professional training aligned with industry standards.

Students are expected to demonstrate professionalism by:

- Responding constructively to feedback and direction
- Working collaboratively with peers
- Maintaining appropriate rehearsal and performance etiquette
- Dressing appropriately for training and performance contexts

- Maintaining focus and discipline in studio and performance environments
- Respecting staff, peers, and audiences

PROFESSIONALISM

Students are expected to:

- Act with integrity, reliability, and accountability
- Contribute positively to the learning environment
- Engage in reflection and personal development
- Represent LTA appropriately within and outside the College

Professional standards established at LTA are intended to prepare students for employment within the performing arts sector and wider professional contexts.

PARTICIPATION IN COMMITTEES

Students may be invited to participate in LTA committees or representative forums as part of student engagement and institutional feedback processes.

Where students participate in these activities, they are expected to:

- Always act professionally and respectfully
- Contribute constructively to discussions and decision-making
- Communicate in a clear, balanced, and respectful manner
- Respect confidentiality where it is indicated
- Represent student perspectives fairly and responsibly

Participation in committees is an important part of student voice and helps support the ongoing development of the College community.

INDEPENDENT PROJECTS

Students are encouraged to undertake independent and collaborative projects as part of their professional and academic development. Participation in such work reflects expectations of autonomy, responsibility, and professional practice.

These activities are supported through:

- Clear assessment frameworks
- Structured deadlines
- Feedback mechanisms aligned with Higher Education standards

Students are expected to:

- Work responsibly and professionally
- Meet agreed deadlines
- Engage with feedback and development processes
- Apply learning in a professional context

BULLYING, HARASSMENT AND SEXUAL MISCONDUCT

Allegations of this nature will be managed in accordance with the College's safeguarding procedures and may be considered under the Student Non-Academic Misconduct Policy.

The College adopts a zero-tolerance approach to bullying, harassment, and sexual misconduct. It is committed to providing a safe, inclusive, and respectful environment in which all students can study and train free from unacceptable behaviour.

This section aligns with the Office for Students (OfS) Condition E6 and relevant legislation including the Equality Act 2010.

1. Definitions

For the purposes of this policy:

- **Bullying**
Offensive, intimidating, malicious, or insulting behaviour, or an abuse or misuse of power, which undermines, humiliates, or causes physical or emotional harm.
- **Harassment**
As defined by the Equality Act 2010, unwanted conduct related to a protected characteristic that has the purpose or effect of: Reports made under this section will be assessed and, where appropriate, progressed under formal procedures.
 - Violating a person's dignity; or
 - Creating an intimidating, hostile, degrading, humiliating, or offensive environment
- **Sexual Misconduct**
Any unwanted conduct of a sexual nature, including but not limited to:
 - Sexual harassment
 - Unwanted physical contact
 - Coercion or intimidation of a sexual nature
 - Inappropriate sexualised behaviour (verbal, non-verbal, or physical)
- **Online Misconduct**
Behaviour conducted via digital platforms that constitutes bullying, harassment, or sexual misconduct.

2. Scope

This policy applies to behaviour:

- On LTA premises
- During LTA activities (including performances, rehearsals, and events)
- In accommodation or external settings linked to the LTA
- Online, including social media and messaging platforms

3. Professional Boundaries Between Staff and Students

- These expectations apply during a student's period of study and in any context where a professional relationship exists.

4. Expected Behaviour

Students must:

- Treat others with dignity and respect at all times
- Be aware of the impact of their behaviour, regardless of intent
- These expectations apply throughout a student's period of study and in any formal engagement with LTA

5. Reporting

Reports may be made to the Head of Students, Student Support Lead, or any member of staff, who must refer the matter promptly in line with this policy. Formal case management sits with the Head of Students.

Reports may be:

- Made by the individual affected
- Made by a third party
- Submitted anonymously (where appropriate mechanisms exist)

Students will be informed of:

- What will happen after a report is made
- Expected timescales
- Their options for informal or formal resolution

6. Support for Students

Support is available regardless of whether a formal complaint is made.

This may include:

- Wellbeing support and pastoral care

- Adjustments to timetables or training
- No-contact arrangements
- Referral to specialist external services

Support will be coordinated through the Student Support and Intervention Framework, including the use of Wellbeing Plans where appropriate.

7. Precautionary Measures

These measures will normally be implemented and managed under the Student Non-Academic Misconduct Policy or safeguarding procedures.

These may include:

- Restrictions on contact between students
- Changes to timetables or group allocations
- Temporary suspension (in serious cases)

Such measures are:

- Risk-based
- Proportionate
- Reviewed regularly

8. Investigation and Outcomes

Cases will be managed under the Student Non-Academic Misconduct Policy.

- Decisions will be made on the balance of probabilities
- Processes will be fair, transparent, and timely
- Outcomes will be proportionate to the severity of the behaviour

Sanctions may include:

- Formal warnings
- Conditions of study
- Suspension
- Expulsion

STAFF/STUDENT COMMUNICATION

SOCIAL MEDIA

Communication between staff and students must take place through official LTA channels only.

Personal or informal communication via social media platforms is not permitted, except where explicitly authorised for academic purposes.

SOCIAL INTERACTION

Professional boundaries between staff and students must be always maintained.

Social interaction outside formal institutional settings is not permitted, except at officially sanctioned events.

Where unplanned encounters occur, individuals are expected to maintain professional boundaries and report concerns where appropriate.

Students remain subject to these expectations until the commencement of the next academic year following graduation.

IMPLEMENTATION

This Code of Conduct is:

- Introduced at student induction
- Accessible via institutional platforms
- Embedded within LTA policies and procedures

All members of the LTA community share responsibility for upholding these standards.

BREACH OF THE CODE OF CONDUCT

Failure to adhere to this Code may result in action under the **Student Non-Academic Misconduct Policy**.

LTA is committed to:

- Ensuring fairness, consistency, and transparency in all procedures
- Promoting equality of opportunity and respect for protected characteristics
- Supporting individuals in raising concerns without fear of disadvantage

Concerns may be raised informally or formally through appropriate channels, including the Head of Students or Student Support Lead.

This Code of Conduct does not form part of the formal complaints or appeals process.

Information about raising concerns, complaints, or appeals—including access to external review—is set out in the relevant College policies.

The College will monitor the application of this Code and its alignment with related policies.

Periodic review will ensure continued compliance with regulatory expectations and sector good practice.

DOCUMENT CONTROL

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