NHAM Student Code of Conduct

1. Introduction

By enrolling at the Notting Hill Academy of Music (NHAM), all students agree to uphold this Code of Conduct throughout their engagement with the Academy. This includes in-person and online environments, course-related activities, placements, performances, and all NHAM-affiliated social or academic events.

This Code exists to ensure that NHAM remains a safe, respectful, and productive learning community where every member, regardless of background is valued and protected. It complements NHAM's Student Charter, as well as policies on Safeguarding, Equity, Bullying & Harassment, and Sexual Misconduct, and operates alongside NHAM's disciplinary and grievance procedures.

2. Expected Standards of Conduct

As a student, you are expected to:

- Treat everyone with respect and dignity, including peers, staff, visitors, and the wider community.
- Act with integrity and responsibility, upholding both NHAM's values and legal obligations.
- Attend and participate fully in all scheduled academic and welfare-related activities, notifying NHAM promptly of any legitimate absence or issue.
- Submit work honestly and on time, adhering to academic standards and guidance.
- Engage openly and constructively through formal channels for feedback, representation, complaints, and appeals.
- Care for NHAM facilities and resources, using them responsibly and sustainably.
- Protect your safety and that of others both on and off campus. Comply with health, safety, and safeguarding guidance.
- Communicate clearly and promptly, checking your NHAM email and portal regularly for updates and notices.
- Comply with NHAM's policies and procedures, including those related to bullying, harassment, EDI, and sexual misconduct, whether on campus or online.

3. Scope of Application

This Code applies to all students of NHAM and spans:

- All NHAM premises and learning sites.
- Activities undertaken as part of your NHAM studies including online, placements, and external learning.
- Behaviour in public or private spaces where it negatively impacts NHAM, other students, or staff.

4. Misconduct and Sanctions

Misconduct includes, but is not limited to:

- Disruptive or disrespectful behaviour toward NHAM's community.
- Bullying, harassment, discrimination, or any intimidation based on protected characteristics.
- Academic dishonesty, including plagiarism or collusion.
- Violations related to safeguarding, including sexual misconduct.
- Misuse or damage of NHAM property or digital services.

NHAM addresses non-academic conduct through the Student Disciplinary Policy and academic misconduct through the Academic Integrity Policy. The published Freedom of Speech and Harassment and Sexual Misconduct pages explain the relevant protections, support and reporting routes.

5. Principles of Fairness

Disciplinary procedures align with principles of fairness and equity:

- Procedural transparency and natural justice.
- Right to be accompanied during hearings.
- Differentiation between minor and serious misconduct.
- Consideration of mitigating and aggravating factors in decision-making.

6. Supporting a Positive Community

Students are encouraged to support a positive NHAM community by:

- Taking part in student representation and feedback mechanisms.
- Acting as positive role models for conduct and digital engagement.
- Where safe, intervening or reporting when witnessing incidents of misconduct.

7. Review and Responsibilities

This Code is reviewed annually to remain aligned with evolving legislation, good practice, and NHAM's strategic aims. It is owned and overseen by the Chief Executive, with operational responsibility delegated through NHAM's Governance Committee to the Academy Manager and Student Services staff.

8 Applying the code fairly

This code supports participation in learning at all NHAM teaching and industry locations, associated events, placements and online activities. Off-site conduct is considered where it has a relevant connection to NHAM and a material impact on its students, staff or activities.

Disagreement and lawful expression are protected. A complaint, disclosure, request for adjustment or participation in an investigation must not lead to retaliation. Respect for others must be applied consistently with Freedom of Speech and the law.

Students can expect clear allegations, relevant evidence, an opportunity to respond, support and reasonable adjustments, an impartial decision-maker and a reasoned outcome with the applicable appeal route. Academic misconduct follows Academic Integrity. Health-related concerns may require support or Fitness to Study rather than a disciplinary finding.

Tell Student Services about study barriers and check official communications. Staff will explain authorised support routes and response hours. A student can report unsafe behaviour or misconduct to a trusted member of staff or the published reporting contact. Urgent safety concerns follow safeguarding and emergency arrangements.

The Academy Manager ensures new students receive the code at induction and can access the full policies. The Governance Committee reviews themes and checks that sanctions and restrictions are proportionate.