

# Student Code of Conduct

## Introduction

This Code of Conduct is for all existing and prospective students of Morley College London, including 16-19 full time students, adult learners and all placement/exchange study programme students. The Student Code of Conduct and the related Disciplinary Procedures are intended to provide fair procedures for maintaining reasonable behaviour by students while they are enrolled onto programmes at the College. As such, the Student Code of Conduct can be referenced to in Student Disciplinary investigations and provide guidance in relation to sanctions to be applied where a student is found to have breached the College's Student Policies. The Student Code of Conduct also provides detailed explanations and examples of unacceptable behaviours and the steps to be taken by the college to address these.

All students should read this document. By accepting an offer to study and enrolling at Morley College London you are agreeing to abide by this Code of Conduct. As part of induction and orientation students will be asked to confirm they have read and understood this document. Students are encouraged to discuss any changes of circumstances that may affect their studies and attendance with their tutor/ teacher. The Code is based on Morley values which are underpinned by British Fundamental Values. Failure to abide by this Code of Conduct may result in disciplinary action in accordance with the [Student Disciplinary Policy](#) and other relevant [Student Policies](#)

The Student Code of Conduct may be amended from time to time to reflect best sector practice or further College policy changes. Students should be familiar with this code of conduct and are

## College Values

The College has a set of values that supports everything we do in our College community. These are:

- *Work Together* – we are inclusive, self-aware, supportive of change and committed to the power of effective strategic partnerships, and -
- *Advance diversity* – by working closely with our local communities, in order to -
- *Build trust* – which is developed through transparency of information, open communication, assuming positive intent and active-listening, so that we can -
- *Pursue excellence* – through creative solutions, an entrepreneurial approach, striving for continuous improvement with consistent performance and delivery, and maintaining focus on outcomes for learners, because we work -
- *In the interests of others* – reflected by our unconditional positive regard, caring leadership, request for feedback and a commitments to making a team contribution.

## British Values

The College is committed to the promotion, and implementation of the four key British values as foundational to the College's mission, purpose and own values:

- *Democracy* - A college culture built upon freedom and equality, where staff and students are aware of their rights and responsibilities.
- *The rule of law* - All staff and students are treated fairly at a college with rules to

## **The Student Code of Conduct**

The Code applies to conduct both on and off the College's centres and premises, as well as online. It also applies to students engaged in Morley College London student advocacy activities (Student Governance, Student Council & Class Reps).

The Code is complementary to, and does not replace other standards, regulations, or professional conduct requirements applying to students in the College.

The Code of conduct should be read in conjunction with the College's **Student Policies**.

### **Respect for each other and our surroundings**

- Students should treat others as they themselves would like to be treated, with dignity and due respect at all times. The College community is one in which discrimination, bullying, harassment, and victimisation are never tolerated.
- Students should treat others equitably and work to create an inclusive environment in which everyone is safe to speak up and share their perspective. Students are encouraged to be curious and seek to understand diverse perspectives.
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- using humour to cover or deflect where sexual misconduct has occurred;
  - display or distribution of pornographic or sexually explicit material.
- Stalking is persistent and unwanted conduct of one or more kinds of behaviours described above. It can be physical or psychological and take place directly against a person, or by approaching a third party about a person. The more common examples of stalking are following a person home, following a person around,

## **Carrying dangerous weapons, including knives**

- Students are not permitted to bring anything to College that is actually or potentially dangerous to others, including but not limited to: knives, screwdrivers, blades, martial arts equipment, fireworks.
- Tools and equipment, including craft knives or scissors intended to be used as part of your enrolled course, should be carried safely in appropriate casing.
- Students suspected of carrying dangerous items will be subjected to further investigation and potentially a search by law enforcement officers (with parental supervision if applicable).

## **Bullying, harassment, and discrimination**

- Morley College London does not tolerate bullying, harassment or discrimination.
- We do not tolerate any form of discrimination against any other person on grounds of any protected characteristic (age, disability, race, including colour, nationality, ethnic or national origin, religion or belief, gender identity, sexual orientation, being pregnant or on maternity leave, being married or in a civil partnership, or gender confirmation). We do not tolerate any form of targeting an individual on account their personal attributes. This includes but is not limited to a medical condition, e.g. HIV status, or socio-economic status.
- We do not tolerate any form of harassment. Harassment is where an individual engages in unwanted conduct with the purpose or effect of violating another person's dignity, or creating an intimidating, hostile, degrading or offensive environment for that person. An individual may feel harassed or offended even when the inappropriate comment or conduct is not made towards or about the individual personally.
- Harassment can be both a criminal offence and a breach of civil law. It can take a variety of different forms which can be written, verbal, nonverbal or transmitted electronically, it can consist of a single incident or a series of incidents and may or may not be intentional. Examples include repeatedly ignoring a person through to subjecting him or her to unwelcome attention, ridicule or humiliation. More extreme forms of harassment and bullying include intimidation, physical threats or violence.
- Types of harassment include sexual harassment (discussed above), and harassment on the basis of a protected characteristic, or about the personal attributes of a person. This may include but is not limited to inappropriate gestures or jokes about, or gratuitous references to, a person's characteristic. It can also

- Racial harassment may also include offensive remarks about dress, culture or customs which have the effect of ridiculing or undermining an individual, or fostering hatred and/or prejudice towards individuals or particular ethnic groups. In some circumstances it can include pressure to participate in political/religious groups.
  - Harassment of disabled people can take the form of individuals being ignored, disparaged, ridiculed or denied opportunities because of mistaken assumptions about their capabilities. In such cases, disability, rather than ability, has become the focus of attention.
  - Harassment on the grounds of actual or perceived sexual orientation or sexuality can include queerphobic remarks or jokes relating to a person's sexuality, or threats to disclose a person's sexuality to others.
  - Harassment on the grounds of religious belief can include jokes or insults about items of clothing, religious artefacts, religious beliefs or rituals.
  - Harassment on the grounds of gender confirmation or gender identity can include transphobic remarks or jokes, name calling, humiliation, and exclusion.
  - Harassment on the grounds of age can include jokes or insults about a person's age, or singling a person out for different treatment as a result of their age.
  - Harassment on the grounds of other characteristics which can include but is not restricted to pregnancy, maternity and paternity status, marital status including civil partnerships.
  - Persistent invasion of personal space, whether of a sexual or non-sexual manner.
- We do not tolerate bullying. Although there is no legal definition of bullying it can be described as unwanted behaviour from a person or group that is either: offensive, intimidating, malicious or insulting; or an abuse or misuse of power that undermines, humiliates or causes physical or emotional harm to someone.
  - Whether an individual considers that they have been bullied is subjective and so it is very important to be mindful of whether your behaviour could be interpreted as being bullying.
  - There are behaviours that are generally recognised as constituting bullying, such as the exercise of power over another person through persistent, negative acts or behaviour that undermines an individual, personally and/or professionally. Bullying can be threatening, insulting, abusive, disparaging or intimidating behaviour placing inappropriate pressure on the recipient which can affect self-confidence and self-esteem or has the effect of isolating or excluding them. Bullying can take the form



of persistent shouting, sarcasm or derogatory remarks; it can be constant criticism, without constructive support, to assist an individual to address performance concerns; it may also include cyber bullying, i.e. using the Internet and related technologies to harm another person in a deliberate, repeated and hostile manner.

- The following non-exhaustive list gives examples of behaviour that may also constitute harassment or bullying:
  - offensive or inappropriate comments, body language, jokes, innuendos or gestures or openly hostile, insulting, abusive or embarrassing comments or criticism
  - persistently demeaning, ridiculing, excluding or isolating someone
  - threats to disclose, or disclosing, private or personal information, including photographs (this includes posting information online)
  - comments, notes, publications or posts on social media that are derisory, disparaging, abusive, offensive or intimidating
  - knowingly addressing or referring to someone using a pronoun (for example, he or she) with which an individual does not identify.
  - Impersonating another person (e.g. by setting up an online profile in their name) microaggression, where it is subtle and/or indirect
  - Upward bullying occurs when persons display certain behaviours towards someone more senior to undermine their role and authority, such as showing continued disrespect, refusing to follow instructions, spreading rumours, doing things to make them seem unskilled or unable to do their job properly
- Victimisation is when a person is treated unfairly because they have complained about being discriminated against or harassed. We will not tolerate victimisation against an individual because they have made, or intend to make, a complaint or allegation, or has given, or intends to give, assistance and/or evidence in an investigation

## **Student Code of Conduct Procedure**