Bristol School of Acting

Student Code of Conduct

Adopted September 2021
Updated 14 January 2026
Review Date: 1 year

What is the Student Code of Conduct?

As a student at Bristol School of Acting (BSA) you have certain expectations of what your experience here will be like. As well as the quality of teaching and learning, those expectations will rightly extend to your broader experience of life at BSA. This depends partly on how all of us in the BSA community – students and staff – conduct ourselves. As part of the Respect at BSA Framework there are protocols for staff and students' behaviour; this Student Code of Conduct specifically covers guidance for students.

How do we expect you to behave?

1. Treat people with courtesy, kindness and consideration. Remember that even if you do not intend to cause offence, you might do so if you are not mindful of how you speak or behave to other people. What is 'banter' to you, might be harassment to someone else.
2. Familiarise yourself with the BSA Student Handbook and the Academic Regulations of our validating university, Plymouth Marjon University, or any other rules and handbooks that relate to your particular course. Remember that even if you don't read them, they will still apply to you.
3. Turn up on time and follow BSA protocols if you are likely to be late or you are unwell. We are strict but not unreasonable and these rules exist for the effective running of the School and so that you establish good habits around timekeeping which will serve you well in your future profession. Remember, punctuality and reliability are vital in set call times and rehearsals.
4. Follow health and safety guidelines. Theatres, studios and workshops are full of equipment which can be dangerous. Choreographed scenes (for example, fights) can go astray if proper guidance is not followed.
5. Be respectful of BSA property and that of fellow students and staff. This also means following guidelines about use of lifts and staircases and other communal areas to maintain the School in good working order for everyone. Remember that BSA has public access during production runs.
6. Manage your own behaviour. We all get angry or frustrated, but don't take this out on other people or block the School's rightful activities. Abuse, whether verbal or physical, is a serious offence and will be treated accordingly. There are official procedures for handling legitimate grievances and complaints – and they are there to help you, so use them if you genuinely feel you must.
7. Look at the list of misconduct behaviours below and remember that BSA will always follow up complaints or allegations of misconduct. This is not an exhaustive list but gives some indication of what behaviour is unacceptable and the sanctions that can apply. Students whose behaviour is deemed to have contravened this Code will be subject to the Student Non Academic Misconduct process. This is distinct from the Academic Misconduct process run by your

validating university and which specifically relates to poor practice in assessments, plagiarism etc.

8. Be professional in your work at BSA. Your professional practice is part of how you are assessed in your work, or will contribute to a reference if your course is not assessed. If you are unprofessional, it will affect your performance, your marks and ultimately, your own reputation.
9. If in doubt, just ask!

Misconduct:
Types of offences, behaviours and sanctions

This is a description of types of behaviour which might be unacceptable in a student's general behaviour. Given the nature of acting, it is possible that some behaviours (for example, kissing or pushing) might be a part of training within an acting exercise or class (including voice, movement and associated disciplines), but the general principle of consent remains. Within a performance context a student is usually considered to be consenting to behaviour that might be otherwise unacceptable outside the class. Should any complaint or disciplinary action be brought, the context, as in all cases, may be relevant to determining whether misconduct has taken place. NB: Some of the behaviours listed below constitute criminal acts and may be subject to police action outside of the BSA process.

Type of offence	Examples of unacceptable behaviour	Examples of sanctions
Physical misconduct	Pushing, pulling hair, punching, kicking, slapping, shoving	Written apology, formal warning, conditions set to continue as a BSA student, suspension, expulsion
Sexual misconduct	Repeatedly following another person without good reason; making unwanted remarks or comments of a sexual nature; attempting to engage in sexual intercourse or a sexual act without consent; sharing private sexual materials of another person without consent; sending unsolicited material of a sexual nature, e.g. sexually explicit text messages or photographs; touching, including through clothes, without consent	Written apology, formal warning, conditions set to continue as a BSA student, suspension, expulsion

Offensive/ abusive behaviour	Threats to hurt another person; abusive comments relating to an individual's protected characteristics (e.g. age, gender, race - see below for full list); acting in an intimidating and hostile manner, physically or verbally, or via electronic communication; use of inappropriate language; repeatedly contacting another person (by telephone, email, text, on social media, or through a third party) against the wishes of the other person; distributing or publishing a poster, notice, sign or any other matter, which is offensive, intimidating, threatening, indecent or illegal	Written apology, formal warning, conditions set to continue as a BSA student, suspension, expulsion
Damage to property	Causing damage to BSA property, or the property of BSA students, employees or visitors to BSA.	Written apology, compensation for damage caused, formal warning, conditions set to continue as a BSA student, suspension, expulsion
Unauthoris-ed taking or use of property	Misuse of BSA's property (for example computers, props or costumes); unauthorised entry onto or unauthorised use of BSA's property; taking property belonging to another person without permission	Written apology, compensation for damage caused, formal warning, conditions set to continue as a BSA student, suspension, expulsion
Causing a health and safety concern	Act/omission that did cause, or could have caused, a health and safety concern on BSA premises or during BSA activities (for example, smoking cigarettes in non-designated areas); act/omission that did cause, or could have caused, serious harm on BSA premises or during BSA activities (for example, disabling fire extinguishers or smoke detectors, failing to follow appropriate H&S procedures within the theatre, or possessing/supplying controlled drugs).	Written apology, compensation for damage caused, formal warning, conditions set to continue as a BSA student, suspension, expulsion

Operational obstruction	Improper interference with the activities of BSA (including academic, artistic, administrative and social) on BSA premises or elsewhere; improper interference with the functions, duties or activities of any student or employee of BSA or visitor to BSA; act/omission/statement intended to deceive BSA; disruption of the activities of BSA (including academic, artistic, administrative and social) on BSA premises or elsewhere; disruption of the functions, duties or activities of any student or employee of BSA or visitor to BSA.	Written apology, compensation for damage caused, formal warning, conditions set to continue as a BSA student, suspension, expulsion
Reputation-al damage	Behaviour that did damage, or could have damaged, the reputation of BSA	Written apology, compensation for damage caused, formal warning, conditions set to continue as a BSA student, suspension, expulsion
Committing a criminal offence	Behaviour which constitutes a criminal offence, committed whilst on BSA premises; behaviour which constitutes a criminal offence, committed whilst engaged in BSA activities, including those not taking place on BSA premises; behaviour which constitutes a criminal offence, which affects the functions, duties or activities of any student or employee of BSA, or any visitor to BSA; behaviour which constitutes a criminal offence, which damages the reputation of BSA; behaviour which constitutes a criminal offence, which itself constitutes misconduct within the terms of this guidance document; behaviour which is an offence of dishonesty, where the student holds an office of responsibility within BSA; failure to disclose a breach of the law/criminal conviction.	Formal warning, conditions set to continue as a BSA student, suspension, expulsion, legal proceedings
Regulatory/ procedural breach	Behaviour which has breached another BSA (or, as applicable, Bath Spa or Plymouth Marjon University) Regulation, Procedure or Policy (for example IT acceptable use policy); failure to comply with a previously-imposed penalty (other than non-payment of a fine)	Written apology, compensation for damage caused, formal warning, conditions set to continue as a BSA student, suspension, expulsion

Student-Staff Relationships

At BSA we pride ourselves on having a good teaching and learning relationship with our students. But that relationship should remain appropriate and professional. BSA prohibits intimate/romantic/sexual relationships between staff and students. There is, of course, an acceptable level of casual socialising between staff and students that may take place. The onus is on staff to make sure they do not allow this to develop in an inappropriate way.

In the context of this Code of Conduct, please note that all the unacceptable behaviours set out in the table above are equally applicable to student-student and student-staff interactions.

What are 'Protected Characteristics'?

The Equality Act 2010 states that it is against the law to discriminate against someone because of a 'protected characteristic. There are nine protected characteristics in total:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation