

## CODE OF PRACTICE ON RESPECT

As a member of Conservatoires UK, we celebrate the opportunity for our students and staff to work and learn in an environment of openness and mutual respect, free from sexual misconduct, bullying, harassment, and discrimination of any kind.

- We encourage the giving and receiving of constructive feedback to promote self- development and the achievement of shared goals.
- We promote equality, diversity, and inclusivity as part of our core values and hold them at the forefront of all our institutional decision-making.
- We are committed to providing support and taking appropriate action for any individuals who feel they have been affected by sexual misconduct, bullying, harassment, or discrimination.

Should you feel that you have been subject to any harassment or discrimination of any kind, please visit [Student and Staff Support - Home](#) to contact the counselling and wellbeing team.

To review the Support for Students Experiencing Harassment, Victimization or Bullying policy or make a complaint please visit: [Support for Students document](#).

To review the Dignity at Work policy, Domestic Abuse Workplace policy, Grievance policy, Whistleblowing policy and Safeguarding policy, or make a complaint please visit: [Human Resources – Home](#).

By signing up to this, we are committed to ensuring that the Royal Academy of Music will be an open and respectful space in which anyone can work, learn and evolve.

We are here to listen; we are here to help.



Steven Payne  
SU President



Professor Jonathan Freeman-Attwood CBE  
Principal