

Policy on Relations between Staff and Students

Purpose and Context

This policy seeks to maintain professional standards of conduct and safeguard the interests of students and staff in the event of a consensual relationship developing between a member of staff and a student, in situations where staff and students are related. The term “consensual relationship” describes a situation where a member of staff and a student willingly embark on a romantic/sexual relationship.

Scope

This policy applies to all staff, both full and part time, employed on permanent and temporary contracts. The possible impact of any relationships on service delivery needs to be considered and appropriate conduct should be determined in accordance with the duties and responsibilities of the post.

Policy

- 1.1 The University believes the professional relationship between a student and a member of staff is a central part of the student’s educational development. It is vital that trust and confidence exist between staff and students.
- 1.2 Staff have a professional duty to develop their students’ abilities and a responsibility to safeguard students’ welfare. Given the imbalance of power between staff and students, any abuse, or perceived abuse, by staff of this relationship will be viewed with concern.
- 1.3 Should a member of staff be related to a student who is studying in the School they work in the member of staff should declare the relationship to their manager. In the case of lecturers, should a romantic/sexual relationship develop between a member of staff and a student, the member of staff or where the member of staff is related to a student who is studying in their School, the member of staff must declare that relationship to their manager. In both cases, the manager should transfer teaching and assessment of that student and relevant cohort to another member of staff. Where this is impossible given the subject or alternative available staffing, arrangements must be made to ensure that the member of staff does not directly or indirectly assess the student’s work. It is important that the lecturer is not in a position where by their actions they could be seen to advantage or disadvantage the student. In cases of other staff, the manager should ensure that the nature of any relationship does not influence the service provided to any student. Failure to declare a relationship may lead to disciplinary action.
- 1.4 The University further requires that if such romantic/sexual relationships arise, they must be conducted with the utmost discretion and entirely outside the professional environment.

POLICY SIGN-OFF AND OWNERSHIP DETAILS

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Related Policies/Procedures:	Disciplinary Procedure Disciplinary Rules

REVISION HISTORY

Version	Date	Revision description/Summary of changes	Author
V1.1	October 2016	Formatting updates (minor amends not requiring committee approval)	HR Manager
V1.2	November 2019	Formatting updates (minor amends not requiring committee approval) and transference to new template.	HR Manager

