

Harris Manchester College Policy on Staff-Student Relationships

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Policy Lead:	The Dean

This policy is to be read in conjunction with the Harris Manchester College Safeguarding Policy. Safeguarding referrals will be made within 24-48 hours, where the nature of a relationship gives rise to concerns about the safeguarding or protection of an affected party, or where concerns about the 'suitability' of an individual to work in a position of trust arise. Matters that suggest potential criminality will be referred to the Police. Where affected parties require external support services, beyond the skill or resources of the University, external referrals will be made promptly.

Introduction

1. Harris Manchester College prohibits romantic, sexual or intimate relationships between staff and students wherever that member of staff has any academic, administrative, welfare or domestic responsibility for that student. College staff include all fellows of the College (Governing Body and non Governing Body), College lecturers, outside tutors, administrative, domestic and maintenance staff.
2. The policy also sets out other measures to assist staff and students in maintaining appropriate boundaries in staff / student relationships.

Scope

3. This policy effectively applies to all academic employees, and to all other members of staff who might be present in any context where decisions are taken and/or formal discussion is held regarding the student in question, or that would include the student in question, or who might have any supervisory role, whether welfare or academic or administrative.
4. In accordance with Article 8 of the European Convention on Human Rights in respect of consenting relationships between members of the student body, the prohibition on romantic, sexual or intimate relationships does not apply to graduate students who are employed in teaching or decanal roles. Nevertheless, the College regards any such relationships as incompatible with the professional exercise of teaching or decanal roles, and requires such students to promptly declare such relationships to their Harris Manchester work supervisor/line manager.

Rationale

5. The maintenance of proper boundaries between staff and students is essential for healthy relationships which allow both to flourish safely.
6. There are strong reasons why members of College Staff should not engage in romantic, sexual or intimate relationships with students of the College. They include:
 - 6.1. The potential for conflict of interest, exploitation, favouritism and bias which means that such relationships may undermine the real or perceived integrity of the educational and College processes.

6.2. The power imbalances between the individuals, resulting in an asymmetric relationship, potentially aggravated if one party has academic authority, for example giving tutorials, grades, recommending for prizes/awards or writing references for the other.

6.3. Such relationships may give rise to ethical concerns over the validity of consent and may often be less consensual than the individual whose position confers authority believes. In addition, circumstances may change, meaning that conduct that was previously welcome may become unwelcome. Even when both parties have consented at the outset to a romantic, sexual or intimate relationship, this past consent does not remove potential grounds for a complaint based upon subsequent unwelcome conduct, either during the relationship or after it has ended.

6.4. Such relationships may also have unintended, adverse effects on the academic environment, thereby impairing the learning environment for others, undermining trust and damaging the integrity of teaching and learning within College. This may apply both during such a relationship and after any break-up.

6.5. For all these reasons, this policy prohibits relationships between any member of staff and students – where the member of staff has any academic, administrative, or welfare responsibility for that student.

6.6. Students who enter into romantic, sexual or intimate relationships with a member of staff covered by this policy do not have a duty to declare it (the onus to do so is on the member of staff), but are encouraged to report it or raise any concerns or request for support with College Officers or members of the welfare team, and will not be subject to any disciplinary process for doing so.

6.7 Where a member of College staff and a student are already in a romantic, sexual or intimate relationship prior to either the former being employed by the College or the latter becoming a member of the College, the member (or potential member) of College Staff should declare this relationship to their Harris Manchester work supervisor/line manager as soon as it becomes apparent that this situation has arisen or is about to arise, with a view to managing any potential conflicts of interest.

Further provisions

7. In order to maintain appropriate relationships with students and set appropriate boundaries in these relationships, and to help reduce the risk of sexual misconduct, abuse of power, or conflict of interest, staff should note the following:

7.1. Communications

7.1.1. Wherever possible student communication with staff and staff communication with students should be by academic email addresses or platforms. Staff are reminded that any email sent to a student, or a colleague about a student, may be disclosed to the student or their legal representative, for example under data protection law. This policy is not intended to prevent public posts (rather than private messages) on platforms such as LinkedIn;

7.1.2. Communications with students by means other than academic email addresses (such as mobile phone calls, texts, or social media), or on subjects other than academic, career, or welfare matters, carry with them the risk of an inappropriate slide from the professional to the personal, and no student should ever feel under any pressure to communicate in such ways, or on such topics, if they are uncomfortable doing so;

7.1.3. Communication with students should normally take place within working hours (with the possible exception of email; although even here there is no expectation on any of the parties to reply outside of working hours).

7.2. Other

7.2.1. Staff should avoid creating, or giving the appearance of creating, special friendships with individual students;

7.2.2. Normally meetings and discussions with individual students should occur in College or in other University premises. Where this is not possible, they should ensure that the meeting occurs in a public venue, such as a library or a café;

7.2.3 The basis of the tutor-student relationship is academic, and the centre of this relationship is the tutorial, supervision or class taught at College or the faculty. Tutors and students do not have to meet socially, if they do not wish to do so, especially out of College (e.g. in the private domestic setting of a member of staff) or on an individual basis. No student should ever feel under any pressure to attend, or be disadvantaged by not attending, events which are primarily social in nature;

7.2.4. Physical contact between a member of staff and a student is normally inappropriate, though sometimes might be allowable in particularly stressful circumstances;

7.2.5. Staff should not accept gifts from a student, unless it is following final assessment completion and deemed to be a minor token of thanks in accordance with the college's gift policy;

7.2.6. In the case of students with particular support needs, they should be referred to a relevant College Officer or University support service and staff should limit their role in providing personal support to a student where this is not part of their normal duties.

7.3. Where members of staff feel it appropriate to vary their practice from these guidelines they are advised that it is best practice to keep a confidential log and inform their line manager, wherever possible in advance.

7.4. The nature of staff / student relationships sometimes means that the maintenance of appropriate boundaries is not always straightforward. Members of staff should feel able to talk candidly and confidentially with a trusted colleague about students with whom they work and where normal boundaries have been tested for one reason or another.