

# Staff-Student Relationship Policy

## 1.0 Introduction

Christ the Redeemer College (CRC) is committed to fostering a professional, respectful, and inclusive academic environment. The College recognizes that staff-student relationships are a sensitive area with the potential for power imbalances, conflicts of interest, and the risk of actual or perceived misconduct. This policy sets out the College's position on intimate relationships between staff and students and provides a framework for managing such situations transparently and ethically.

The policy aligns with the requirements of the Office for Students (OfS) Condition of Registration E6, which obligates higher education providers to take all reasonable steps to prevent and respond to harassment and sexual misconduct, including those arising from staff-student relationships. It also reflects the values and expectations established in the College's own governance and safeguarding frameworks

All members of staff are expected to always maintain appropriate professional boundaries and act with integrity in their interactions with students to support a safe and fair academic community

## 2.0 Purpose

2.1 The purpose of this policy is to:

- Uphold professional boundaries between staff and students.
- Prevent conflicts of interest and abuse of power.
- Ensure transparency and fairness in academic and professional interactions.
- Comply with the OfS Condition E6 on harassment and sexual misconduct.

2.2 The policy should be read in conjunction with the following related policies:

- General Academic Guidelines
- Code of Conduct
- Bullying and Harassment
- Safeguarding
- Code of Discipline
- Code of Ethics
- Sexual Harassment
- Staff Handbook

### **3.0 Scope**

This policy applies to all staff members, including academic, administrative, and support staff, whether full-time, part-time, permanent, temporary, or visiting, who have professional responsibilities towards students.

This policy will also apply to students who are employed in the college on a temporary or part-time basis.

### **4.0 Definitions**

4.1 Intimate Personal Relationship: A romantic, sexual, or close personal relationship that goes beyond the bounds of a professional association.

4.2 Relevant Staff Member: Any staff member who has direct academic, administrative, pastoral, or professional responsibilities towards a student.

### **5.0 Policy Statement**

Christ the Redeemer's College expects all staff to maintain the highest standards of professional conduct in their interactions with students. Relationships between staff and students must be based on trust, integrity, and respect for appropriate boundaries. The College recognizes that intimate relationships between staff and students can lead to real or perceived conflicts of interest, abuse of power, and risks to student welfare.

To uphold the principles of fairness, accountability, and student safety—central to both the College's ethos and the Office for Students' Condition E6—staff are **prohibited** from engaging in intimate relationships with students over whom they have any professional responsibility. Where such a relationship exists or develops, the staff member must disclose it promptly so that appropriate steps can be taken to remove or mitigate any potential conflicts of interest.

#### **5.1 Responsibilities**

This policy aims to protect both students and staff by fostering a learning environment free from bias, exploitation, and harassment. It applies equally to all members of staff, regardless of their role, and is supported by the College's wider safeguarding and disciplinary procedures.

All staff are responsible for understanding and upholding this policy. Line managers and senior leadership are responsible for ensuring disclosures are managed appropriately, and for taking steps to avoid or manage any potential conflicts of interest. The Human Resources

Department and compliance team are responsible for maintaining records, providing guidance, and ensuring that related procedures (e.g., safeguarding, complaints, and disciplinary) are followed consistently.

## **5.2 Prohibition of Relationships**

Staff members are prohibited from engaging in intimate personal relationships with students over whom they have direct professional responsibilities. This includes, but is not limited to, situations where the staff member is involved in teaching, supervising, assessing, or providing pastoral care to the student

## **5.3 Disclosure Requirements**

If a staff member is in or enters an intimate personal relationship with a student, and they have or may have professional responsibilities towards that student, they must:

- Disclose the relationship promptly to their line manager or the designated senior staff member.
- Cooperate in implementing measures to mitigate any potential conflicts of interest.

## **5.4 Management of Disclosed Relationships**

Upon disclosure:

- The institution will assess the situation to determine appropriate actions to manage potential conflicts of interest.
- Measures may include reassigning teaching, supervision, assessment, or pastoral responsibilities to another staff member.
- All actions will aim to protect the interests of both the students and the staff members, ensuring fairness and transparency.

## **5.5 Confidentiality**

All disclosures will be handled with sensitivity and confidentiality, in line with the institution's data protection policies

## **6.0 Breach of Policy**

Failure to disclose an intimate personal relationship with a student, or engaging in such a relationship where prohibited, may result in disciplinary action, up to and including dismissal, in accordance with the institution's disciplinary procedures

## **7.0 Support and Guidance**

Staff and students can seek advice and support regarding this policy from the Human Resources Team, the designated safeguarding leads for each campus and the Compliance Team

## **8.0 Reporting and Compliance with OfS Conditions E6**

In accordance with the Office for Students (OfS) Condition E6, CRC is committed to ensuring that clear, accessible, and effective mechanisms are in place for reporting concerns or incidents related to staff–student relationships, particularly those that involve harassment, sexual misconduct, or abuse of power.

Students and staff who have concerns or wish to report on a relationship that may breach this policy are encouraged to do so promptly through one of the following channels:

- Contacting the Human Resources Department directly.
- Speaking with a senior member of staff or designated safeguarding lead.
- Submitting a formal complaint via the College’s complaints or safeguarding procedures.

All reports will be taken seriously and investigated in accordance with the College’s procedures for safeguarding, disciplinary action, and support. Appropriate measures will be taken to protect those reporting from retaliation and to ensure a fair and transparent process.

The College will also maintain appropriate records of any such reports and outcomes to ensure compliance with OfS regulatory requirements and support a culture of accountability and continuous improvement.

## **9.0 Policy Review**

This policy will be reviewed annually or following any significant changes in legislation or guidance from the OfS

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