

PERSONNEL SERVICES

University Offices, Wellington Square, Oxford OX1 2JD
 Director of Human Resources



To: heads of departments and institutions, faculty board chairs,
 departmental administrators and faculty board secretaries

Ref. EMS/6

cc. heads of division, divisional secretaries, Director of Conference of
 Colleges Secretariat, Dr Gambles, Mr Gibson, Ms Potts, Ms Bell

29 July 2014

Staff – Student Relationships Policy

The University has introduced a new Staff – Student Relationships Policy, which will come into effect on 1 August 2014. The policy outlines the obligations of members of staff who pursue a close personal or intimate relationship with a student for whom they have any responsibility within the University.

The [Staff-Student Relationships Policy](#) may be found on the Personnel Services website and on the Education Policy website.

1. Background

The structure of the collegiate University is such that staff and students will often come into contact both in their faculty or department and within their college and this can lead to the development between them of a close personal or intimate relationship. Such relationships raise issues relating to inequalities of power in a relationship, or perceived favouritism, or the undermining of trust in the academic process.

The University already has a [conflict of interest policy](#), and a well-established policy on [harassment](#), but there will be benefits from a separate policy on staff-student relationships, in line with developments elsewhere in the Higher Education sector and in some Oxford colleges.

2. Detail

The [Staff-Student Relationships Policy](#) generally relates to members of academic or academic-related staff, who have responsibility for students, and advises them that they must disclose such relationships to their head of department. Details of the policy may be found on the Personnel Services website.

If a member of staff has an appointment with a college in addition to their University appointment then they may be bound by relevant college policies in addition to this policy.

Heads of Department may seek advice on the implementation of the policy from their Divisional Office or from their HR Business Partner in Personnel Services.

3. Action required of Departments

Departments are asked to:

- ensure that all relevant staff are made aware of the Staff-Student Relationships Policy; and,



- note that this policy will come into effect on 1 August 2014.

4. Further information

If you have a query about this new policy, please contact an appropriate HR Business Partner.

MR J DUXFIELD

Director of Human Resources.