



## **Personal relationships between a Fellow or a member of staff and a student**

1. A personal relationship between a Fellow or member of staff and a student, with whom that Fellow or member of staff also has a professional connection, gives rise to an actual or apparent conflict of interest. In particular, such a relationship creates, or may reasonably be perceived to create, a risk of favouritism or abuse of authority. It also undermines the relationship of trust and confidence which is intrinsic to interactions between Fellows, members of staff and students.
2. A personal relationship is a relationship which involves one or more of the following elements: physical intimacy including isolated or repeated sexual activity including any association, however brief, of a sexual or other intimate nature, either in person or remotely (for example, via social media, email or text messaging); or romantic or emotional intimacy; or financial dependency. A professional connection arises when a Fellow or member of staff has direct or indirect academic responsibilities, or other direct professional responsibilities, in relation to that student, including supervising, tutoring, teaching, selecting, assessing, or providing a reference for that student. A member of staff includes any postgraduate student who works for the College in a teaching or related capacity
3. Fellows and members of staff are under a duty to act with integrity and not to place themselves in a position of actual or apparent conflict. Any personal relationship in the circumstances described above should consequently be avoided. In particular, Fellows and members of staff must be always be mindful of professional boundaries to ensure that standards of academic integrity are upheld and conflicts of interest are avoided. Even where the definition of a personal relationship above is not met, other close relationships between students and Fellows or staff can lead to actual or perceived conflicts of interest, imbalances of power and authority, perceived favouritism and the undermining of trust and confidence in the academic process. Any relationship which involves, or is perceived to involve, any of the following characteristics may cross the boundaries of professional conduct and should be avoided: any form of dependence, whether emotional, practical, financial or otherwise; whether the student appears dependent on the member of staff or vice versa; or treating a student in a way that is exclusive or exceptional.

4. Your attention is also drawn to the Staff + Students Relationships Policy from the University. That University policy applies to all University staff, including postgraduate students working for the University, even where the responsibility for the student arose, arises or will arise solely in the context of the College (e.g., in roles such as Admissions Tutor, Director of Studies, Tutor or undergraduate supervisor). Where a person is a relevant staff member of the University, irrespective of any action the College may take under this policy, the University may take action and/or put measures in place under its own policy.

5. In the event that a personal relationship arises between a Fellow or member of staff and a student with whom that Fellow or member of staff also has a professional connection; or there is or has been a personal relationship between a Fellow or member of staff and a student with whom that Fellow or member of staff is due to have a professional connection, the Fellow or member of staff in question must disclose the relationship to the Senior Tutor, or the Master or the Bursar. Such disclosure may be made in person or in writing (including email). If a Fellow or member of staff is unsure whether or not a relationship with a student should be disclosed, the Fellow or member of staff should disclose it.

6. Following disclosure, the person to whom the disclosure has been made will ensure as appropriate that the student is aware of the disclosure and that alternative arrangements are put in place to avoid the Fellow or member of staff having any professional connection with the student.

7. Failure to comply with this policy may be treated as a disciplinary matter.