

# COLLEGE STATEMENT ON STAFF-STUDENT RELATIONSHIPS

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The University recently introduced a Policy on Staff-Student Relationships, effective from 1 August 2014. Details of the Policy can be found [online](#). The Policy strongly advises staff against entering into a close personal or intimate relationship with a student for whom they have any responsibility, and requires

... that any close personal or intimate relationship with a student for whom a staff member has any responsibility is brought to the attention of the member of staff's Head of Department in order that action can be taken to mitigate any unintended consequences. The member of staff should also disclose any former relationship with a current student for whom they are given or are to be given responsibility. If the staff member is unsure if they have any responsibility for the student, they should declare the relationship to their Head of Department, in order that they can assess the risk of unintended consequences arising. Any declaration of this kind will, so far as possible and subject to the specific provisions of this policy, be treated in confidence, and every effort will be made to ensure that it does not disadvantage either party with regard to their professional advancement or academic progress.

The Policy also requires staff to disclose (to the Head of Department) any pre-existing close personal or intimate relationship with a prospective student who is applying for admission to the University.

For the purposes of the University policy

... a 'member of staff' is understood as including but not limited to any individual who is working within the University under a formal contract of employment or as a casual paid worker (including graduate students working as teaching assistants), and any other individual (such as visiting academics) to whom the University offers any of the privileges or facilities normally available to its employees.

Nuffield College subscribes to the principles and procedures set out in the University's policy on Staff-Student Relationships, and encourages all students and staff to familiarise themselves with the terms of the Policy and its requirements.

In addition, where a close personal or intimate relationship exists between a member of College staff and a student within College *for whom the staff member in question has any responsibility*, the member of staff and/or the student are strongly encouraged to draw it to the attention of the Warden or the Senior Tutor. In keeping with the spirit of the University Policy, while close personal or intimate relationships between staff and students within College are not prohibited, such relationships are discouraged, especially where the staff member concerned has some academic or supervisory responsibility for the student.