



University College
of Osteopathy

Relationships between Students & Staff Policy



Core Documentation Cover Page

Relationships between Students & Staff Policy

Version number	Dates produced and approved (include committee)	Reason for production/ revision	Author	Location(s)	Proposed next review date and approval required
V1.0	Aug 2012 Academic Council	To provide clear guidelines regarding relationships between students and staff and the responsibilities of both should a relationship other than that which is professional develop to ensure that the integrity of the UCO's academic standards are maintained appropriately.	Corporate Services Director	All master versions will be held in: J:\0 Quality Team - Core Documentation Intranet	Aug 2013
V2.0	Sep 2013 Academic Council	Annual Review Minor Amendments to reflect current practice.	Corporate Services Director	All master versions will be held in: J:\0 Quality Team - Core Documentation Intranet	Sep 2015
V3.0	Aug 2017 PRAG Chair	Administrative Amendments to update institution name change from British School of Osteopathy to University College of Osteopathy and to update staff role titles.	HR Manager	All master versions will be held in: J:\0 Quality Team - Core Documentation Intranet	Sep 2015
V4.0	May 2018 PRAG Chair	Administrative Amendments to reflect title changes (i.e. from Principal to Vice-Chancellor, etc.)	HR Manager	All master versions will be held in: J:\0 Quality Team - Core Documentation Intranet	Sep 2015
Equality Impact					
Positive equality impact (i.e. the policy/procedure/guideline significantly reduces inequalities)					
Neutral equality impact (i.e. no significant effect)					X

Negative equality impact (i.e. increasing inequalities)	
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<p>If you have any feedback or suggestions for enhancing this policy, please email your comments to: quality@uco.ac.uk</p>
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RELATIONSHIPS BETWEEN STUDENTS & STAFF POLICY

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1. SCOPE

- 1.1 This policy provides clear guidelines regarding relationships between students and staff and the responsibilities of both should a relationship other than that which is professional develop to ensure that the integrity of the University College of Osteopathy's (UCO) academic standards are maintained appropriately.

2. INTRODUCTION

- 2.1 The relationship between a student and UCO staff (academic and non-academic) is an integral part of the educational development of the student. In order that enquiry and learning can be facilitated, this relationship must be a supportive one characterised by good communication, trust and confidence. Unprofessional behaviour on the part of either the student or staff member can lead to the abuse of such a relationship, which may be made more serious by the unequal power of the two parties. The UCO therefore expects ethical and professional relationships only between all staff members and students, where the appropriate boundaries are respected, within the classroom and clinic environment, in one-to-one tutorials and meetings, in business relationships and in social settings both in and out of the UCO environment.

3. RELATIONSHIPS BETWEEN STUDENTS & STAFF

- 3.1 Students and staff members (academic and non-academic) are strongly advised not to enter into any sexual/romantic or other potentially incompatible relationship which compromises academic trust, or could reasonably appear to do so in the eyes of other students.
- 3.2 If such a relationship does occur, it is the duty of both parties to declare it so that alternative arrangements can be made for tutoring, supervision and assessment. The declaration can be made in confidence to the Vice-Chancellor or HR Manager for staff, and to the relevant course leader for students. A student or member of staff in doubt about their position is encouraged to discuss this with a counsellor.
- 3.3 To leave undeclared a sexual/romantic or otherwise potentially incompatible relationship where a staff member is also in professional contact with the student may be regarded as misconduct and could leave both parties open to disciplinary action.
- 3.4 Members of staff should be aware that such an abuse of professional relationships could lead to complaints of sexual harassment. Staff should note that it could prove exceedingly difficult to defend themselves against such complaints on grounds of mutual consent.

4. OTHER RELEVANT POLICIES

- 4.1 Attention is drawn to the other policies pertinent to this area:
- a) The Fitness to Practise & Professional Behaviour Policy
 - b) The Student & Staff Codes of Conduct
 - c) The Osteopathic Treatment Policy for Students