Bradford College

Relationships with Students Policy

Document title:	Relationships with Students Policy
Audience:	All college staff
Version:	2.1
Approved by:	Senior Leadership Team
Date approved:	July 2024
Date of next review:	July 2028
Document Owner	Director of People Services
Equality Impact Assessment	Yes
Student Friendly Version	N/A

Revision history

Version	Type (eg replacement, revision etc)	Date	History (reason for changes)
2.0	Revision	October 2023	Existing policy updated in new templates, roles and responsibilities added and links to other policies added.
2.1	Revision	June 2024	Updated with SLT feedback – no relationships of a sexual romantic nature allowed with adult learners.

Monitoring and review

This policy will be reviewed by the Senior Leadership Team every 4 years.

Relationships with Students Policy

Purpose of the policy

It is important that all staff understand the level of professional conduct expected of them in respect of relationships with students.

A close personal relationship could cover:

- family relationships where a close family member is studying at the college; and
- business, financial and commercial relationships.

A close personal relationship could also cover romantic and sexual relationships. Relationships of this nature with any student of the college are **strictly forbidden**. This includes adult students and learners of any age, both full-time and part-time.

All employees and volunteers within the college fall within the scope of this policy. It is essential that safeguarding and the protection of children and vulnerable adults is understood by all.

For further information on this policy please contact the HR team.

Linked Policies

Safeguarding policy
Data Protection (GDPR) policy
Disciplinary policy
Grievance policy
Acceptable use of IT policy
Equality, diversity and inclusivity policy
Positive behaviour student policy
Relationships with staff policy
Sexual harassment and sexual misconduct policy
Whistleblowing policy
Volunteers policy