



UKMC Staff-Student Relationships Policy

Date	Author	Version	Authorised
08/10/2025	Head of HR	1	Academic Board Sept 2025
Policy/Procedure Management and Responsibilities			
Policy/Procedure Owner	The procedure is owned by the Head of HR		
Equality Analysis	Academic Board. Reviewed by EDI Committee.		
Authorised By	Academic Board		
Effective From	September 2025		
Next Review	July 2026		
Version	1		
Internal/External	Staff and Students		
Document Location	UKMC Policies and Legislation E6 Report and Support webpage		
Linked Documents and Policies Internal	UKMC Sexual Misconduct Policy UKMC Conflict of interest Policy UKMC Abuse of Power Policy E6 Report and Support Webpage		
Linked Documents and Policies External	Staff and student relationships - Office for Students		
Dissemination Plan	Embedded in staff and student training for Sexual Misconduct, and Safeguarding and Prevent Training, Student Induction Sessions, other relevant trainings and resources for staff and/or students Awareness of E6 webpage		
Accessibility	Alternative formats available on request quality@ukmc.ac.uk		

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Introduction

This policy outlines the policy position on relationships between members of staff and students at UK Management College (UKMC). It is intended to ensure that the staff-student relationship is one that is founded on mutual trust and confidence.

This policy provides guidance that may support the understanding of relationships in relation to other UKMC policies, such as the UKMC Sexual Misconduct Policy, UKMC Conflict of Interest Policy, and UKMC Abuse of Power Policy. This enables both students and staff to have sufficient information regarding what support and reporting mechanisms are also in place.

In the context of this document:

A *personal relationship* is defined as:

- a family relationship; or
- a business/commercial/financial relationship; or
- a sexual/romantic relationship.

A *professional relationship* is defined as:

- an assessing, supervising, tutoring, mentoring, teaching role; or
- a pastoral role; or
- an administrative or technical support role.

Staff and Student Relationships

UKMC believes the professional relationship between a student and a member of staff is a central part of the student's educational experience at the College. The difference in 'power' between a teacher and student, or a supervisor and student, makes these relationships potentially vulnerable to exploitation.

They also generate real or perceived inequalities, not only involving the persons concerned, but also affecting other members of the College, whether students or staff. It is vital that the staff-student relationship is one of trust and confidence in order that students can benefit from the learning experience.

More information is provided around these themes in the UKMC Whistleblower Policy found on the [UKMC | Policies and Legislation](#) area of the website.

It is also vital that students benefit from equality of treatment and so it is important that a personal relationship between a member of staff and a student does not in any way prejudice that equality, in reality or perception.

Accordingly, members of staff at UKMC are strongly discouraged from entering into a personal relationship with any student whom they are responsible for assessing, supervising, tutoring, mentoring, teaching or to whom they provide pastoral care or administrative and/or technical support.

Disclosing a Student: Staff Relationship

Should a personal relationship already exist when the member of staff or student enters the College or develop while the student is registered at UKMC, it is the responsibility of the member of staff to declare their involvement as soon as possible to a member of the Human Resources team who will liaise with their Head of Department.

Although the College regards it as unprofessional for any staff member to actively seek to initiate a personal relationship or to pursue such a relationship with a student without regard to the problems which may ensue, it also recognises that such relationships may nonetheless develop.

More information is provided around these themes in the UKMC Abuse of Power Policy, and UKMC Conflict of Interest Policy found on the [UKMC | Policies and Legislation](#) area of the website.

Employees at UKMC are strongly discouraged from entering into a personal relationship with any student whom they are responsible for assessing, supervising, tutoring, mentoring, teaching or to whom they provide pastoral care or administrative and/or technical support.

Where a member of staff has a professional role in relation to a student with whom they have a personal relationship, it is the responsibility of the member of staff to inform their Head of Department in order that teaching, tutoring, assessment, administrative or any other arrangements can be adjusted, where necessary, and monitored appropriately. Heads of Department may choose to ensure that the professional relationship between the parties is either ended, modified or reduced in order ensure there is no threat to the integrity to either party.

As relationships fall within conflict of interest declarations due to the potential for differential treatment or benefits, it is important to notify HR of anything of this nature. Hr@ukmc.ac.uk

Failure on the part of a member of staff to promptly declare the existence of a personal relationship with a student in accordance with the requirements of this policy and which results in the academic, administrative or institutional activities of the College being brought into question may result in disciplinary action being taken.

Sexual Misconduct and Harassment

Information regarding definitions, support resources and policies related to, and regarding Sexual Misconduct & Harassment, and reporting methods and disciplinary, can be found on the E6 Report and Support single source webpage at [UKMC | Policies and Legislation](#) .