We want to make a clear statement about personal relationships, not to put in place unreasonable limitations on relationships across the University community, rather to create an open, safe and transparent environment that protects all parties. We recognise that there may be a risk of conflict of interest in some personal relationships. The University therefore requires that staff members' personal relationships either with colleagues or students, though not the nature of the relationship, be declared via a conflict of interest form.

Our conflict of interest process is designed to protect all parties and supports the University to take steps to mitigate any challenges that may arise in areas such as, for example, assessment, performance management or recruitment.

We take our duty of care seriously. Therefore the University prohibits intimate/sexual relationships between staff members and students under the age of 18 and strongly discourages any intimate/sexual relationships between staff and students where there is a professional connection.

If you have any queries or issues and don’t feel comfortable discussing this with your line manager you may contact your HR consultant in the first instance.