Personal Relationships Policy	

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Personal Relationships Policy

1. PURPOSE 1
2. SCOPE 2
3. DEFINITIONS 3
4. RELATIONSHIP WITH OTHER SIRM POLICIES AND PROCEDURES 4
5. PRINCIPLES 4
6. PROFESSIONAL BOUNDARIES 5
7. SEXUAL RELATIONSHIPS BETWEEN RELEVANT STAFF MEMBERS AND STUDENTS 6
8. OTHER PERSONAL AND INTIMATE RELATIONSHIPS 6
9. PRE-EXISTING RELATIONSHIPS AND RELATIONSHIPS ARISING DURING STUDY OR EMPLOYMENT 7
10. DISCLOSURE AND DECLARATION OF RELATIONSHIPS 8
11. ASSESSMENT AND MANAGEMENT OF CONFLICTS OF INTEREST 8
12. ABUSE OF POWER, COERCION AND RETALIATION 9
13. REPORTING CONCERNS AND ACCESS TO SUPPORT 10
14. HANDLING CONCERNS AND ALLEGATIONS 10
15. CONFIDENTIALITY, RECORDS AND DATA PROTECTION 11
16. NON-DISCLOSURE AGREEMENTS AND RESTRICTING PROVISIONS 11
17. FREEDOM OF SPEECH AND ACADEMIC FREEDOM 12
18. ROLES AND RESPONSIBILITIES 12
19. TRAINING AND COMMUNICATION 14
20. MONITORING, GOVERNANCE AND REVIEW 15
21. BREACHES OF THIS POLICY 15
22. EQUALITY AND ACCESSIBILITY 16
23. APPENDIX A – PRACTICAL GUIDE ON WHEN TO DISCLOSE 17
24. APPENDIX B – KEY MESSAGE FOR STUDENTS 18

1. Purpose

SIRM College is committed to maintaining a professional, respectful and safe environment in which students and staff can study, work and participate in College life without fear of harassment, sexual misconduct, abuse of power, coercion or inappropriate influence.

SIRM recognises that professional relationships between staff and students are an important part of the educational experience. However, these relationships can involve an inherent difference in power, particularly where a member of staff has responsibility for teaching, assessment, supervision, pastoral support, student services, safeguarding, complaints or other professional matters concerning a student. Personal or intimate relationships in these circumstances may therefore create actual, potential or perceived conflicts of interest and may give rise to risks of favouritism, detriment, coercion, exploitation or abuse of power.

This Policy establishes SIRM's approach to personal and intimate relationships involving staff and students. In particular, sexual relationships between relevant staff members and students are prohibited, reflecting the inherent risks associated with a direct academic or professional relationship. Other personal or intimate relationships, including romantic or emotional relationships, must be disclosed where they create, or may reasonably be perceived to create, an actual, potential or perceived conflict of interest, so that appropriate arrangements can be put in place to manage the risk and protect the interests of the student and the integrity of SIRM's decision-making.

The Policy is intended to:

- maintain appropriate professional boundaries between staff and students;
- prevent and manage actual, potential and perceived conflicts of interest;
- protect students and staff from abuse of power, coercion and inappropriate influence;
- ensure that students are not advantaged or disadvantaged as a result of a personal relationship or disclosure;
- provide clear expectations for the disclosure and management of relevant relationships;
- ensure that students can raise concerns and access appropriate support without fear of retaliation; and
- support SIRM's compliance with OfS Condition E6: Harassment and Sexual Misconduct and other applicable legal and regulatory requirements.

This Policy should be read alongside SIRM's Harassment and Sexual Misconduct Policy and Procedure, which remains the principal policy for responding to allegations or concerns relating to harassment, sexual misconduct and other unacceptable behaviours. This Policy does not create a separate process for

investigating such matters. Where conduct may constitute harassment, sexual misconduct, sexual violence, sexual harassment, coercion or abuse of power, the relevant provisions and procedures of the Harassment and Sexual Misconduct Policy and Procedure will apply.

Personal relationships that create an actual, potential or perceived conflict of interest will also be managed in accordance with SIRM's Conflict of Interest Policy, including through the use of appropriate declarations, the Register of Interests and Conflict Management Plans where required.

Nothing in this Policy is intended to restrict lawful freedom of speech or academic freedom. The Policy will be applied consistently with SIRM's Freedom of Speech and Academic Freedom Policy, applicable legislation and the requirements of OfS Condition E6.

2. Scope

This policy applies to:

- all SIRM staff members, including permanent, temporary, freelance, visiting, honorary and contracted staff where they undertake responsibilities on behalf of SIRM;
- Governors and individuals undertaking professional or representative roles on behalf of SIRM where the circumstances fall within the scope of this Policy;
- students;
- contractors and external individuals undertaking direct academic or professional responsibilities in relation to SIRM students.

For the purposes of the provisions relating specifically to sexual relationships, the term relevant staff member has the meaning given by OfS Condition E6 and means a member of staff who has direct academic responsibilities, or other direct professional responsibilities, in relation to a particular student. This includes, but is not limited to, responsibilities involving teaching, supervision, assessment, pastoral support, student services, safeguarding or complaints.

This policy applies irrespective of the location or method of interaction, including:

- teaching and learning;
- assessment and feedback;
- academic supervision;
- pastoral or wellbeing support;
- student services;
- safeguarding;
- complaints and investigations;
- placements or work-related activity;
- College events and activities;
- online teaching and communication;

- social media where the relationship arises from or is connected to the individual's role at SIRM.

3. Definitions

Personal relationships

A personal relationship is a relationship between individuals that extends beyond an ordinary professional relationship and may include a friendship, family connection, financial relationship or other personal connection which could give rise to an actual, potential or perceived conflict of interest. A professional relationship does not become a personal relationship merely because a staff member provides appropriate care, pastoral support or professional assistance to a student.

Intimate personal relationship

An intimate personal relationship is a relationship involving one or more of: physical intimacy, including isolated or repeated sexual activity; or romantic or emotional intimacy. The existence of a supportive, compassionate or professional relationship between a staff member and student does not, by itself, constitute an intimate personal relationship.

Sexual relationship

A sexual relationship is a relationship involving sexual activity or conduct of a sexual nature between individuals.

Relevant staff member

A relevant staff member is a member of staff who has direct academic responsibilities, or other direct professional responsibilities, in relation to a student. This includes, for example, staff involved in teaching, supervision, assessment, pastoral support, student services, safeguarding or complaints.

Conflict of interest

A conflict of interest exists where an individual's personal, professional, financial or other interests may affect, or may reasonably be perceived to affect, their ability to act objectively in the interests of SIRM or a student. Conflicts may be actual, potential or perceived.

Abuse of power

Abuse of power means a situation in which a relevant staff member exploits a position of power in relation to a student so as to apply pressure in a way which may result in the student doing something, or refraining from doing something, that they may not otherwise have done and which could reasonably result in conduct falling within the scope of an intimate personal relationship

4. Relationship with other SIRM Policies and Procedures

This Policy does not replace or duplicate SIRM's existing policies and procedures.

In particular:

Harassment and Sexual Misconduct Policy and Procedure

Where behaviour may constitute harassment, sexual misconduct, sexual violence, sexual harassment or another unacceptable behaviour, the matter will be addressed under SIRM's Harassment and Sexual Misconduct Policy and Procedure. That Policy establishes the formal procedures for disclosures, initial support, investigation, decision-making, precautionary measures and outcomes. It also provides for the use of appropriately qualified external officers where necessary to support fairness and impartiality. This Policy should therefore not be interpreted as creating a separate investigation or disciplinary process for harassment or sexual misconduct.

Conflict of Interest Policy

Personal and intimate relationships that create, or may create, an actual, potential or perceived conflict of interest must be disclosed and managed through SIRM's Conflict of Interest Policy. This Policy requires conflicts to be disclosed, managed where appropriate and, where necessary, prohibited to protect SIRM's interests. It provides for the use of Conflict Management Plans and the Register of Interests.

Staff/Student Disciplinary Policy and Procedures

Breaches or alleged breaches of these policies by staff/students maybe considered under the applicable disciplinary procedures.

Freedom of Speech and Academic Freedom Policy

This Policy will be applied consistently with SIRM's obligations concerning lawful freedom of speech and academic freedom. It will not be used to restrict lawful academic discussion, teaching, research or expression. Where there is any apparent conflict between this Policy and the minimum requirements of OfS Condition E6, the requirements of Condition E6 take precedence.

5. Principles

SIRM will apply this Policy according to the following principles:

Professionalism: Staff and students are expected to maintain appropriate professional boundaries.

Safeguarding: The safety, welfare and dignity of students and staff will be prioritised.

Fairness: Students must not receive favourable or unfavourable treatment because of a personal relationship, disclosure or allegation.

Transparency: Actual, potential and perceived conflicts of interest must be disclosed and appropriately managed.

Confidentiality: Information will be handled sensitively and shared only where necessary, proportionate and lawful.

Non-retaliation: No student will be penalised, disadvantaged or subjected to retaliation for raising a concern, making a disclosure or seeking support in good faith.

Proportionality: Actions taken under this Policy will be proportionate to the circumstances and risks identified.

Freedom of speech and academic freedom: This Policy will not be used to restrict lawful speech or legitimate academic activity.

Presumption of fairness: An allegation or disclosure will not be treated as proof of wrongdoing. Matters will be considered fairly and in accordance with the relevant SIRM procedure.

6. Professional Boundaries

SIRM expects all staff to maintain appropriate professional boundaries with students.

Professional boundaries include:

- communicating with students through appropriate College systems and channels wherever reasonably practicable;
- maintaining appropriate boundaries in online and face-to-face interactions;
- avoiding conduct that could reasonably be interpreted as grooming, coercion or inappropriate personal influence;
- ensuring that personal relationships do not influence academic or professional decisions;
- avoiding preferential or detrimental treatment;
- ensuring that assessment, feedback, references, opportunities, support and other academic decisions are made objectively;
- declaring circumstances that create or may create a conflict of interest; and
- seeking advice where there is uncertainty about appropriate boundaries.

A staff member providing compassionate, supportive or pastoral assistance to a student in distress does not, by itself, constitute an intimate personal relationship. Staff are expected to provide appropriate professional support while maintaining professional boundaries.

7. Sexual Relationships between relevant Staff Members and Students

SIRM prohibits **sexual relationships between relevant staff members and students for whom they have direct academic or other direct professional responsibility**.

The prohibition applies because of the actual and potential conflicts of interest and abuse of power that may arise where a staff member has direct responsibility for a student.

Relevant staff members must not:

- enter into a sexual relationship with a student for whom they have direct academic or professional responsibility;
- use their position to initiate or encourage a sexual relationship with such a student;
- use academic, professional, pastoral or institutional influence to pressure or encourage a student to participate in sexual activity or an intimate personal relationship;
- provide or promise favourable treatment, opportunities, academic outcomes, references or other benefits in connection with a sexual or intimate personal relationship; or
- disadvantage or threaten to disadvantage a student because the student has declined, ended or reported such a relationship.

A breach of this prohibition by a relevant staff member may constitute misconduct and will be considered under SIRM's Staff Disciplinary Policy and Procedure. Depending on the circumstances and seriousness of the conduct, disciplinary action may include dismissal.

Where conduct also amounts to harassment, sexual misconduct or another unacceptable behaviour, the Harassment and Sexual Misconduct Policy and Procedure will apply.

8. Other Personal and Intimate Relationships

SIRM recognises that not every personal connection between a staff member and student will amount to a sexual relationship or constitute misconduct.

However, personal or intimate relationships may create actual, potential or perceived conflicts of interest or risks of abuse of power.

Accordingly, staff must disclose relationships or circumstances where:

- there is romantic or emotional intimacy between a relevant staff member and a student;
- there is a pre-existing personal relationship between a relevant staff member and a student;

- a close friendship or other personal connection could reasonably affect, or appear to affect, professional judgement;
- there is a family or close personal connection;
- there is a financial or business relationship;
- the staff member has another personal interest which may affect their professional responsibilities; or
- there is any uncertainty as to whether a relationship could create a conflict of interest.

Disclosure does not, by itself, mean that an individual has breached this Policy.

The purpose of disclosure is to allow SIRM to identify and manage risks objectively and ensure that the student is not disadvantaged.

Where a personal or intimate relationship is disclosed, SIRM will consider whether the relationship can be appropriately managed through the Conflict of Interest Policy and this Policy.

Management arrangements may include:

- removing the staff member from assessment or marking responsibilities;
- allocating teaching, supervision or pastoral responsibilities to another member of staff;
- ensuring the staff member has no involvement in relevant complaints or disciplinary decisions;
- appointing an independent person to make relevant academic or professional decisions;
- changing reporting or supervisory arrangements;
- restricting access to information where appropriate;
- implementing a Conflict Management Plan; or
- taking other proportionate steps to remove or reduce the conflict.

The objective is to ensure that the student is not disadvantaged and that decisions affecting the student are fair and demonstrably independent.

9. Pre-existing Relationships and Relationships arising during study or employment

SIRM recognises that staff and students may have known each other before the student enrolled at SIRM or before the staff member joined SIRM.

Examples may include:

- family relationships;
- established friendships;
- relationships arising through communities or previous employment;
- existing business or professional relationships; or
- an existing intimate personal relationship that predates the relevant academic or professional relationship.

Such circumstances should be disclosed where they may create an actual, potential or perceived conflict of interest.

A pre-existing relationship does not automatically constitute misconduct or require disciplinary action.

SIRM will assess the circumstances and, where necessary, put appropriate arrangements in place to ensure that the staff member does not have inappropriate influence over the student's academic or professional outcomes.

Where an existing relationship falls within the scope of a prohibited sexual relationship under Section 7, SIRM will seek appropriate advice and take action consistent with this Policy, the Conflict of Interest Policy and relevant employment or contractual arrangements.

10. Disclosure and Declaration of Relationships

Staff are responsible for declaring relevant personal relationships or circumstances as soon as reasonably practicable when they become aware that an actual, potential or perceived conflict of interest may arise.

Disclosure should normally be made to:

- the individual's line manager;
- HR;
- the Governance Team where the matter falls within the Register of Interests; or
- another appropriate senior officer where the line manager is involved in the relationship or conflict.

Where a staff member is uncertain whether disclosure is required, they should seek advice. Where there is doubt, disclosure is encouraged.

Students are not responsible for making formal declarations on behalf of staff.

A student may, however, raise a concern or seek advice through Student Services, the Safeguarding Team, a Sexual Violence Liaison Officer, their academic team or SIRM's reporting arrangements.

No student will be penalised merely because they have participated in or been involved in a personal relationship with a member of staff.

11. Assessment and Management of Conflicts of Interest

All disclosed relationships will be considered objectively and sensitively.

The assessment will consider:

- the nature of the relationship;
- the staff member's role;
- the student's programme and circumstances;

- whether the staff member has direct academic or professional responsibility;
- whether the relationship creates an actual, potential or perceived conflict;
- any risk of favourable or unfavourable treatment;
- any risk of abuse of power or coercion;
- whether other students could reasonably perceive unfair advantage;
- whether academic or professional decisions could be influenced; and
- what arrangements are necessary to protect the student's interests.

Where a conflict is identified, SIRM will use its established Conflict Management Plan arrangements.

The Conflict of Interest Policy requires individuals to disclose conflicts, manage them where appropriate and prohibit activity where necessary. It also provides for recording conflicts in the Register of Interests.

The Governance Team maintains the relevant Register of Interests and associated Conflict Management Plans in accordance with SIRM's established governance arrangements.

Management arrangements will be reviewed where circumstances change.

12. Abuse of Power, Coercion and Retaliation

SIRM recognises that an imbalance of power may exist where a staff member has academic or professional responsibility for a student.

Staff must not use their position to:

- pressure a student to enter or continue a personal or intimate relationship;
- threaten or imply academic, professional or personal consequences if a student declines a relationship;
- offer favourable treatment in return for personal or intimate involvement;
- impose detrimental treatment because a student has declined or ended a relationship;
- use confidential information to pressure or influence a student;
- isolate or otherwise control a student; or
- engage in grooming or other behaviour intended to create inappropriate emotional or intimate dependence.

Such behaviour may constitute harassment, sexual misconduct or another unacceptable behaviour and may be addressed under SIRM's Harassment and Sexual Misconduct Policy and Procedure.

Students who report concerns will be protected from retaliation. Any alleged retaliation will be treated seriously and may itself constitute misconduct.

13. Reporting Concerns and Access to Support

Students may report concerns about staff-student relationships through SIRM's established reporting mechanisms.

Students can make a named or anonymous report through SIRM's reporting arrangements and can seek advice or support without being required to make a formal complaint.

Students may also seek support from:

- Student Services;
- the Safeguarding and Wellbeing Team;
- the Student Success Team;
- a Sexual Violence Liaison Officer;
- an academic tutor or student adviser; or
- appropriate external support services.

Where a concern may constitute harassment, sexual misconduct or another unacceptable behaviour, it will be handled under the Harassment and Sexual Misconduct Policy and Procedure.

SIRM will consider appropriate support and academic arrangements for students affected by a concern, including where appropriate:

- changes to teaching or supervision arrangements;
- changes to assessment arrangements;
- reasonable academic adjustments;
- changes to timetables;
- no-contact arrangements;
- temporary interruption of studies;
- other appropriate precautionary arrangements.
- Support will be available to students who:
- wish to make an allegation or complaint;
- have experienced or are affected by alleged harassment or sexual misconduct;
- are the subject of an allegation; or
- are otherwise involved in an incident.

14. Handling Concerns and Allegations

Concerns that fall within the scope of the Harassment and Sexual Misconduct Policy will be handled in accordance with that Policy.

The Harassment and Sexual Misconduct Policy provides a Stage 1 Disclosure Procedure which is used to provide support, identify the individual's wishes and support needs, begin an investigation where appropriate and determine next steps.

SIRM may appoint an appropriately qualified external officer where this is necessary to support fairness and impartiality.

Where appropriate, risk assessments and precautionary measures may be used to protect individuals and support a fair investigation. The existing Harassment and Sexual Misconduct Policy provides for precautionary measures based on individual circumstances and risk assessment.

This Policy does not create an alternative investigation route for harassment or sexual misconduct.

15. Confidentiality, Records and Data Protection

SIRM will handle disclosures and information relating to personal relationships sensitively and confidentially.

Information will only be shared with individuals who have a legitimate need to know, or where disclosure is necessary to protect individuals, investigate concerns, comply with legal obligations or fulfil SIRM's regulatory responsibilities.

Records relating to disclosures, conflicts, management arrangements and investigations will be maintained in accordance with:

- the Data Protection Policy;
- the Conflict of Interest Policy;
- the Harassment and Sexual Misconduct Policy and Procedure; and
- relevant records management requirements.

Records will be retained only for as long as necessary and appropriate.

Where appropriate, anonymised information may be used for institutional monitoring, quality assurance, safeguarding and policy review.

16. Non-Disclosure Agreements and Restricting Provisions

SIRM does not use non-disclosure agreements or other contractual provisions that prevent or restrict a student from disclosing information about an allegation of harassment or sexual misconduct.

Nothing in this Policy prevents a student from:

- making a disclosure;
- making a complaint;
- seeking support;
- reporting a matter to the Police or another appropriate external body;
- discussing their experience with an appropriate person; or
- exercising their lawful rights.

Confidentiality arrangements, data protection requirements and precautionary measures are not intended to prevent or restrict students from reporting or discussing allegations.

17. Freedom of Speech and Academic Freedom

SIRM recognises and protects lawful freedom of speech and academic freedom.

This Policy will not be applied in a way that unlawfully restricts:

- lawful expression;
- academic debate;
- teaching;
- research;
- scholarly inquiry; or
- the expression of lawful opinions that may be controversial, unpopular or offensive.

Where concerns relate to harassment or sexual misconduct, SIRM will distinguish between lawful expression and conduct which falls within the relevant legal or regulatory definitions.

The Policy will be applied consistently with SIRM's Freedom of Speech and Academic Freedom Policy and applicable legal and regulatory requirements.

18. Roles and Responsibilities

Board of Governors

The Board of Governors is responsible for:

- approving this Policy;
- providing appropriate oversight of the College's approach to personal relationships;
- receiving assurance on implementation and effectiveness; and
- ensuring that appropriate arrangements are in place to manage significant institutional risks.

Senior Leadership Team

The Senior Leadership Team is responsible for ensuring:

- implementation of this Policy;
- appropriate resources are available;
- significant risks are appropriately escalated;
- that appropriate action is taken where breaches are identified; and
- alignment with SIRM's regulatory responsibilities.

Human Resources

HR is responsible for:

- advising staff and managers on this Policy;
- supporting the management of staff-related conflicts;
- maintaining appropriate employment records;
- advising on disciplinary action where required;
- supporting staff training and awareness; and
- ensuring employment processes are applied fairly and consistently.

Governance Team

The Governance Team is responsible for:

- maintaining the Register of Interests;
- supporting the management of declared conflicts;
- maintaining relevant Conflict Management Plans;
- supporting governance reporting; and
- ensuring appropriate policy review and version control.

Safeguarding and Prevent Working Group (SPWG)

The SPWG provides oversight of safeguarding arrangements and considers:

- safeguarding risks;
- relevant incident themes and trends;
- reporting arrangements;
- training and awareness;
- policy implementation;
- operational gaps; and
- matters relevant to OfS Condition E6.

The SPWG may recommend changes to policy, training, communication or operational arrangements where required.

Heads of Department and Line Managers

All staff are responsible for:

- maintaining appropriate professional boundaries;
- receiving and escalating disclosures where appropriate;
- ensuring declared conflicts are assessed;
- implementing agreed management arrangements; and
- seeking advice from HR, Governance or Safeguarding where necessary.

Staff

Managers are responsible for:

- complying with this Policy;
- maintaining professional boundaries;
- declaring relevant conflicts or relationships;
- not abusing their position of power or influence;
- treating students fairly and without favouritism;
- completing required training; and
- reporting concerns appropriately.

Students

Students are encouraged to:

- maintain appropriate professional relationships with staff;
- seek advice where they are uncertain about professional boundaries;
- report concerns about inappropriate behaviour;
- seek support where they are affected by a personal relationship, harassment or sexual misconduct; and
- cooperate appropriately with relevant College processes.

A student will not be penalised for making a good-faith disclosure or seeking support.

19. Training and Communication

SIRM will ensure that staff and students receive appropriate information about this Policy and professional boundaries.

Staff

Staff training will include:

- professional boundaries;
- conflicts of interest;
- power imbalances;
- consent;
- harassment and sexual misconduct;
- recognising inappropriate behaviour and grooming;
- responding appropriately to disclosures;
- reporting and escalation routes; and
- the requirements of OfS Condition E6.

Staff appointed as designated Sexual Violence Liaison Officers (SVLOs) will receive appropriate detailed training relevant to their role.
SIRM will provide refresher training on harassment, sexual misconduct, safeguarding and professional boundaries at least once each semester, in addition to relevant induction training. Existing staff may also receive specialist or external training where appropriate.

Students

Information about this Policy, professional boundaries, harassment and sexual misconduct, reporting and support will form part of student induction.

The information will be reinforced through:

- annual communications;
- student-facing Moodle content;
- SIRM's website;
- student training;
- safeguarding communications; and
- other appropriate awareness activity.

The effectiveness of student training and communications will be reviewed through appropriate feedback and monitoring.

20. Monitoring, Governance and Review

SIRM will monitor the implementation and effectiveness of this Policy through its established governance arrangements.

Monitoring may include:

- annual communications;
- student-facing Moodle content;
- SIRM's website;
- student training;
- safeguarding communications; and
- other appropriate awareness activity.

The SPWG will consider relevant safeguarding and E6-related themes and identify areas requiring further action. Significant risks may be escalated through the Compliance and Quality Committee and, where appropriate, to the Board of Governors.

SIRM will regularly review the effectiveness and appropriateness of its approach to personal relationships between staff and students and will amend the Policy where necessary. A review will also be undertaken where there is a material change in circumstances, legislation, regulatory requirements or evidence of emerging risk.

21. Breaches of this Policy

A breach of this Policy may be addressed through the relevant SIRM procedure.

For staff, this may include the Staff Disciplinary Policy and Procedure. For students, the relevant student disciplinary or misconduct procedure may apply.

Where conduct may constitute harassment, sexual misconduct or another unacceptable behaviour, SIRM's Harassment and Sexual Misconduct Policy and Procedure will apply.

The seriousness of any breach will be assessed according to the circumstances, including:

- the nature of the relationship;
- the staff member's responsibilities;
- any power imbalance;
- whether the relationship was disclosed;
- whether academic or professional decisions were affected;
- whether there was coercion or exploitation;
- whether the student was disadvantaged;
- whether there was retaliation; and
- whether other policies or legal requirements have been breached.

For a relevant staff member who breaches the prohibition on sexual relationships set out in Section 7, disciplinary action may be taken, including the possibility of dismissal where appropriate.

22. Equality and Accessibility

A will apply this Policy fairly and consistently and will take appropriate account of equality, diversity and individual circumstances.

The Policy will be made available in an accessible format and reasonable adjustments will be considered where required.

The application of this Policy will not discriminate unlawfully on the basis of any protected characteristic.

Where cultural, religious, personal or other circumstances affect an individual's ability to engage with a process, SIRM will consider appropriate support while maintaining its safeguarding, regulatory and legal responsibilities.

23. Appendix A – Practical Guide on when to disclose

The following examples are intended to help staff understand when disclosure may be appropriate. They are not exhaustive.

Circumstance	Action
Staff member teaches or assesses a student with whom they have a close family relationship	*Declare and seek advice*
Staff member has established friendship with a student	*Consider whether an actual, potential or perceived conflict exists and disclose where appropriate*
Staff member develops a romantic or emotional relationship with a student	*Declare immediately where the relationship creates or may create a conflict; staff must not allow the relationship to influence professional responsibilities*
Relevant staff member has a sexual relationship with a student for whom they have direct academic and/or professional responsibility	*Prohibited under this Policy*
Staff member has a personal financial and/or business relationship with a student	*Declare and manage through Conflict of Interest arrangements*
Staff member is responsible for investigating a complaint made by a student with whom they have a personal relationship	*Declare and withdraw from the decision-making process (where appropriate)*
Staff member is uncertain whether a relationship creates a conflict	*Seek advice; where in doubt, disclose*
Student believes a staff member is using their position to pursue an inappropriate relationship	*Student can report or seek support through SIRM's reporting and supporting arrangements*
Student reports harassment or sexual misconduct involving a staff member	*Handle under the Harassment and Sexual Misconduct Policy & Procedure*

24. Appendix B – Key Message for Students

SIRM wants students to understand that:

You are entitled to professional, fair and respectful treatment from staff.

You can seek advice or report concerns about inappropriate staff-student relationships, harassment or sexual misconduct.

You can report concerns whether or not you wish to make a formal complaint.

You will not be penalised simply because you have been involved in a personal relationship with a member of staff or because you have reported a concern.

You can seek support from SIRM even where you are unsure whether a relationship or behaviour is inappropriate.

Where a concern involves harassment or sexual misconduct, SIRM's Harassment and Sexual Misconduct Policy and Procedure provides the formal process for responding to the concern.