



15 February 2019

Dear 

Freedom of Information Act 2000– Information request (ref: FOI_19-027)

We have now considered your request of 24 January 2019 for information concerning staff-student relationships.

Our response is on pages 2-3 of this letter, together with a copy of your request.

Please note that, as a consequence of there being no policy governing staff-student relationships, it is difficult to provide a response to many of your other questions. Further details are on pages 2-3 of this letter.

We hope this information will meet your requirements, however if you are not satisfied you have the right of appeal. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address. You must appeal within 40 working days of the date of this letter. In line with section 5.3 of the UK Government's Freedom of Information Act Code of Practice, we are not obliged to accept internal reviews after this date.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

https://ico.org.uk/Global/contact_us, or by telephone on 0303 123 1113.

Please note that any material over which UEA has copyright is released on the understanding that you will comply with all relevant copyright rules regarding reproduction and/or transmission of the information provided.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Kirsty McDonald
Information Compliance Assistant
University of East Anglia

Response to Freedom of Information Act 2000 request (FOI-19-027)

Under the Freedom of Information Act 2000, or the Freedom of Information (Scotland) Act 2002, please provide me with the following information about your policy on staff-student relationships.

Does the university have a relationship policy for staff that covers intimate/sexual/personal relationships with students? If there is no dedicated policy, are staff-student relationships covered by any other university policy?

1.a Please provide a copy of the relevant policy.

There is not currently a policy relating to staff and student relationships and this is not covered by any other University policy.

1.b When was the policy introduced and last updated?

Not applicable – see above response.

1.c If you do not have a policy do you plan to introduce one? If so, when?

Yes, the University is currently developing a Staff/Student Relationship Policy. It is anticipated that this will be approved in March 2019.

2. Are staff required to notify the university if they have an intimate, sexual or personal relationship with a student?

No. There is no University policy currently in place.

2.a If so, what is the notification process (please state if this is covered in the relationship policy)? Who should they report this relationship to at the university?

Not applicable; there is no University policy currently in place.

2.b How are such relationships monitored?

There is no University policy or recording system in place.

3. Is there a central record of staff-student relationships?

There is no University policy or recording system in place.

3.a If there is not, at what level is this information held, e.g. line manager, department, faculty?

There is no University policy currently in place, nor any recorded information indicating where this information is held.

4. If this is not explicitly covered by the policy, or there is no policy, please state whether there is a ban on staff-student relationships. If there is a ban, is this a blanket ban or limited to a ban on staff having relationships with their own students (i.e. who they teach, mentor or supervise)?

There is no ban in place.

4.a Is there a penalty for staff who fail to declare a relationship with a student?

No. There is no University policy currently in place.

5. Does the staff-student policy cover both academic and non-academic staff? Or are there different policies for academic and non-academic staff? If there is more than one policy, please provide both policies.

Not applicable; there is no University policy currently in place. The Policy currently in development will cover both academic and non-academic staff.

6. If recorded, how many staff declared they were in relationships with students in the following academic years:

2018-19 (to date)

2017-18

2016-17

There is no central record of staff declaring relationships with students.

7. Over the aforementioned period, were any staff disciplined as a result of being in a relationship with a student? If yes, how many?

No.

8. Over the aforementioned period, were any staff suspended or dismissed as a result of being in a relationship with a student? If yes, how many?

No.