CLARE HALL
CAMBRIDGE

College Staff/Fellows and Students Relationships Policy
Updated by Council 15 October 2026

1.(i) A staff member, Fellow or senior member who has direct or indirect academic responsibilities, or other direct professional responsibilities is prohibited from pursuing or entering into an intimate relationship with any student. Failure to comply with this Policy will be considered as a disciplinary matter.

(ii) Such staff members, Fellows and senior members are strongly discouraged from having any close personal relationship with any student and must declare if such a relationship has developed, is developing or appears likely to develop between them and any student. A failure to declare will be considered as a disciplinary matter.

2. Such staff members, Fellows and senior members must not take on or assume a professional responsibility for a student: (i) with whom they are in an existing intimate relationship or with whom they previously had such a relationship; or (ii) with whom they are in any close personal relationship or with whom they previously had such a relationship without first declaring this to their line manager, to enable them to assess the risk of conflicts of interest and put appropriate measures in place as necessary.

3. If such a staff member, Fellow or senior member: (i) is already in an intimate or any close personal relationship with any student; (ii) or has previously been in an intimate or any close personal relationship with any student: they should declare that relationship to the line manager immediately, even if the relevant responsibility for the student has ended.

4. If a member of staff, Fellow or senior member is in an intimate or any close personal relationship with a student for whom they do not currently have any direct or indirect academic responsibilities, or other direct professional responsibilities, but where it would be reasonable to assume that they may in the future have responsibility for the student, the relationship should be disclosed to the relevant line manager to assess the risk of any conflict of interest arising and put appropriate alternative and/or protective measures in place as necessary.

5. If it is found this Policy is breached unintentionally, for example where a member of staff is unaware that the other party is a student, and had no reasonable basis to suspect it, the member of staff should inform their line manager as soon as they become aware of the situation. If a member of staff is unsure whether a relationship with a student should be disclosed under this Policy, the member of staff should disclose it.