



CONSENSUAL RELATIONS POLICY

[applies to all Trust employees]

1. Introduction

This policy is intended to provide employees with guidelines on how to handle situations where they are potentially in a position to advantage or disadvantage themselves or others.

2. Scope

This policy applies to all employees of Birmingham City University Academies Trust (BCUAT), including employees working in academies operating as part of the Trust and all Head office employees.

3. Definitions

All members of staff in the Trust may from time-to-time find that, because of the position they hold within the Trust or its Academies, that they are potentially able to use that position to the advantage or disadvantage of others or themselves. The others could include family members; friends, neighbours; potential or current sexual partners; suppliers or clients. Most of us recognise the ethical consequences of being partial in our dealings with other members of staff and those with whom we deal outside the Trust, and handle the situation with local fairness. This can include not being involved in interviewing people we know, not marking the work of friends, partners, etc. and declaring an interest when the potential for conflict is anticipated.

4. Declaring an interest

In order to protect the integrity of our relationships within the Trust and between the Trust and others with whom it deals, it is advisable for staff to declare to their Principal or Chair of the Local Advisory Board when they realise that potential for conflict exists. In this way, all parties can be protected and advice be obtained if necessary. All of this would be done in complete confidence. The Trust expects that all of its employees would wish to subscribe to such a code and follow the practice of declaring an interest in order to ensure the highest levels of probity in its day-to-day dealings. Failure to declare such a potential or just realised conflict of interest would need to be accounted for should any problems arising from that relationship come to light.

It is never acceptable under any circumstances for any staff to be involved in an intimate relationship with a pupil.

Owner of Policy	Human Resources
Legislation Status (Statutory / Non-Statutory)	Non-Statutory
Date Ratified and Version Number	29.11.2016 v2.0
Date to be reviewed	September 2017