



Personal Relationships at Work Policy

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Introduction

For the purposes of this policy close family relationship means the relationship between persons who are married to one another, between parents and their children, between siblings and between grandparents and their grandchildren.

We recognise that employees may form personal relationships with colleagues or those connected with their work. While we do not wish to interfere with these relationships, Fair Deal is duty bound to ensure that all staff behave appropriately, adhere to our standards of conduct set out in our policies and, avoid behaviours which could lead to allegations of impropriety.

This policy sets out Fair Deal's expected standards regarding personal relationships connected to work. We ask that you speak to your line manager if you are unsure of the standards expected of you. If the expected standards set out below are not met, we will manage any breaches following our disciplinary procedure.

This policy applies to all staff, workers, and volunteers within Fair Deal. The policy and procedure are non-contractual. Fair Deal may change it at any time as is appropriate. Should changes be made, we will communicate these to you a minimum of four weeks before they take effect.

Regulatory Standards

All staff registered with the Scottish Social Services Council (SSSC) must also adhere to the SSSC codes of conduct.

Definitions

Personal Relationship: For the purposes of this policy, the term personal relationships is defined as any relationship, from close family relationships through to two people 'being in a relationship together'.

Policy Aims

- To be clear on our standards and expectations concerning personal relationships at work
- To manage any situations out with the expected standards in accordance with this policy
- To manage situations that may arise in a fair, consistent and appropriate way, and comply with all relevant discriminatory legislation

We expect you will

- Not allow any close personal relationships with a colleague, contractor, client, customer or supplier to influence your conduct, judgement or decisions while at work
- Declare a close personal relationship with a colleague or any other person connected to your employment to your line manager. If the relationship is between a manager/supervisor/senior role, we expect this to be declared to a more senior manager and the Chief Executive
- Respect your surroundings, your colleagues, and our organisation
- Not behave inappropriately during working hours, nor out with working hours with any matters connected or associated with your employment
- Be aware of your behaviour in any social media interaction connected to personal relationships at work

- Follow the highest standards of behaviour at conferences and all other internal or external events where you are there in connection with Fair Deal.

You can expect Fair Deal

- To treat any information concerning a personal relationship connected to your work in the strictest of confidence. This will also be recorded on the personal files of both employees if both of you are staff or volunteers of us
- Will not place those in close personal or family relationships into the same team/service if it can be avoided. Short term occasional shifts within the same service may be permitted in the event of an emergency where there is no alternative and in an unplanned event. This must be authorised by a manager
- To discuss the situation with those involved, this will be done by an appropriate senior manager. We may move one or both employees to another job in another department/section/team or, consider other working arrangements in line with the needs of the organisation. In these circumstances, the organisation will discuss options with both employees and seek to reach an agreement regarding the transfer of one or both employees
- If appropriate measures or working arrangements cannot be put in place, the organisation may terminate the employment of one or both as a last resort
- To apply similar principles to an employee who is in a close personal relationship with a contractor or supplier, where the employee's job has the authority or a close connection with the individual. We expect the relationship to be declared to the employee's line manager. In these circumstances, Fair Deal may move the employee to another job in another department/section/team or, consider other working arrangements in line with the needs of the organisation or, as a last resort may terminate the contract of employment with the employee

Termination

If termination of employment is the last and final consideration available after other avenues have been explored, the following fair process will be followed:

- The employee will be invited by the employer to put forward suggestions for a suitable alternative working arrangement that meets the needs of our business
- The Senior Manager overseeing, will take all suggestions and consider them
- The Senior Manager will produce a comprehensive and succinct report outlining the business reasons why it is not appropriate to continue with the employment relationship
- The employee will be invited to a formal meeting in writing. Along with the letter, the employee will also receive the senior officer's report and any other information the panel will have available to them
- At the meeting, they will have the right to be accompanied by a trade union representative or workplace colleague, and both parties (the employer and employee) will be given the opportunity to put forward their case
- The meeting will be conducted by those with authority to dismiss
- The panel will deliberate (in private) over the information put before them before making a decision
- The decision of the panel will be communicated in writing to the employee within 7 days of the decision being made; this letter will also provide details of how to appeal
- The employee will be paid all accrued annual leave, TOIL not yet taken to the date of termination. As well as any payment in lieu of notice as set out in their contract of employment if a decision to dismiss is made

End of Policy

Document Information

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Amendment History

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