

Staff Experience Survey

A reminder that the invitation email from People Insight to complete the 2023 Staff Experience Survey has been sent. The survey takes 15 minutes to complete to share your experience of working at Oxford and shape improvements for the future. More information is available on the [EDU Website](#).

Policy concerning relationships between students and staff updated

An updated [University policy concerning relationships between students and staff](#) came into effect on 17 April.

The new policy now prohibits staff from entering into intimate relationships with current students for whom they have responsibility (previously these were strongly discouraged and needed to be disclosed to the HoD but were not prohibited). The revised policy also strongly discourages non-intimate close personal relationships that transgress professional boundaries where staff have a responsibility for the student.

The policy relates to all University staff, including those on joint appointments, casual paid workers, visiting academics and graduate students with teaching, pastoral or supervisory roles.

Any member of staff who is in, (or who has had) a relationship of this kind must notify their Head of Department by **17 June 2023** at the latest.

A [webpage](#) has now been published with more information.

Menopause in the Workplace

Menopause network

The Menopause support 'Teams network' is up and running and is proving to be a great space for those going through menopause to find and offer support, and share experiences and information about events.

Information about how to find and join the network is available on the [Menopause in the Workplace webpage](#). Do join the conversation if this is something that is affecting you, and pass the information along to colleagues.

Recent events

In March the Saïd Business ran a hybrid panel event on Menopause in the Workplace. Laura Jones the school's Head of Diversity and Inclusion said "what an amazing audience we had for 'Menopause in the Workplace: not just the 51%', with well over 850 joining us at the School or on Zoom, plus we've seen hundreds more watch the event on [YouTube](#)".



New ACAS Guidance

ACAS have recently published some new guidance on reasonable adjustments for mental health, which cover both guidance for employees wishing to request adjustments and employers needing to respond to such requests. The [ACAS website on reasonable adjustments for mental health](#) has further information.