



# STUDENT CONDUCT: CORE INVESTIGATORS COURSE

The Office of the Independent Adjudicator's (OIA) Good Practice Framework and the Office for Students (OfS) Condition E6 both emphasise the need for fair processes and appropriately trained investigators in cases involving harassment and sexual misconduct. While these are not criminal investigations, they are often complex, sensitive and contested, requiring a high level of investigative skill and rigour.

This evidence-based 2-day Investigator Course is designed for staff working as Student Conduct Investigators. It adopts a whole-investigation approach, using a realistic, sector-specific student conduct case study throughout both days. By the end of the course, participants will be equipped to conduct robust, fair and defensible investigations in line with regulatory expectations and sector good practice.

## BY THE END OF THE COURSE DELEGATES WILL BE ABLE TO:

1. Understand the role of the investigator and the principles of natural justice and procedural fairness, in line with legal and regulatory frameworks including the OIA Good Practice Framework and OfS Condition E6
2. Plan and scope an investigation by developing an effective and proportionate investigation plan
3. Conduct basic investigative interviews with all parties using fair and structured approaches
4. Gather, evaluate and analyse different forms of evidence, including witness accounts and passive data
5. Undertake evidential reviews using the balance of probabilities
6. Present investigation findings and recommendations clearly and defensibly in both written reports and verbal outcomes

## ABOUT THE TRAINER

James Harris is an experienced investigator and trainer with a professional background spanning law enforcement, higher education, and governance. Over the course of his career, he has led and supported complex investigations, delivered specialist training, and helped organisations strengthen their approach to fairness, accountability, and professional conduct

