



## BREACH OF POSITIONS OF TRUST

A position of trust is a legal term that refers to a position of authority over another individual or within an organisation. The guidelines below are intended to guard against situations where a person takes advantage of their position of authority with inappropriate behaviour.

Any sexual activity between adults involved in County Durham (CDS) duties (in whatever role - employment, deployment or position of trust or authority) and young people involved in County Durham Sport activities (whether during or after) is inappropriate and will lead to disciplinary action.

Further information regarding 'Preventing abuse of positions of trust within sport is provided by the NSPCC [here](#).

Guidance on this matter is available that whilst clearly directed at the teaching profession is useful in explaining the legal framework, and importantly providing good practice which is very appropriate for sports coaches and others involved in sport in positions of trust e.g. Chair, Head Coaches, Team Captains, specifically:

- All staff & volunteers should clearly understand the need to maintain appropriate boundaries when dealing with young people or adults at risk. Intimate or sexual relationships between staff/volunteers and young people will be regarded as a grave breach of trust. Any sexual activity between a member of staff and a pupil under 18 years of age may be a criminal offence.
- All staff should ensure that their relationships with young people and adults at risk are appropriate to the age and gender of the participants and take care that their language or conduct does not give rise to comment or speculation. Attitudes, demeanour and language all require care and thought, particularly when members of staff and volunteers are dealing with adolescent boys and girls.
- From time to time staff and volunteers may encounter young people or adults at risk who display attention-seeking behaviour or profess to be attracted to them. Staff/volunteers should aim to deal with those situations sensitively and appropriately but ensure that their behaviour cannot be misinterpreted. In these circumstances, the member of staff should also ensure that a senior colleague is aware of the situation