



Clanfield Church of England Primary School

ALLEGATIONS AGAINST STAFF PROCEDURE FOR OXFORDSHIRE SCHOOLS

Approved by:	Chair of Governors	Date Adopted: 25.04.2019
Last reviewed:	April 2020	
Review Cycle:	Annually	

ABUSE OF TRUST

A relationship of trust applies to staff and volunteers (i.e. someone caring, training, supervising or being in sole charge of) in a position of power or influence over a person under 18 years who is attending their setting.

The Sexual Offences Act 2003 exists to protect children, young people and vulnerable adults from sexual abuse & exploitation, & to support practitioners providing confidential advice on, e.g. contraception, condoms, etc.

Whilst the legal age of consent to sexual activity is 16 years, 'position of trust' offences were extended in this legislation to protect 16 and 17 year olds and vulnerable adults from sexual abuse by people in positions of trust and authority.

Position of Trust' offences include:

- Causing or inciting a child/young person into sexual activity
- Engaging in sexual activity in the presence of a child/young person
- Causing a child or young person to watch a sexual act

There are 2 exceptions to this application:

- Where a person is legally married to the young person
- Where a lawful sexual relationship existed before the position of trust arose

All staff or volunteers should ensure that:

- All relationships are appropriate to the persons age, gender & understanding
- Their language and conduct do not give rise to speculation

From time to time staff or volunteers may encounter children, young people or vulnerable adults who display attention seeking behaviour, or profess to be attracted to them.

Staff should:

- Deal with those situations sensitively and appropriately
- Ensure that their behaviour cannot be misinterpreted
- Ensure that a senior colleague is made aware of the situation immediately