



DEALING WITH RESPONSIBILITIES AND OUTCOMES OF 'POSITIONS OF TRUST'

All staff, Coaches, Officials, Athletes and Volunteers should clearly understand the need to maintain appropriate boundaries in their dealings with children and young people.

SERIOUS CASES

In the most serious cases staff, Coaches, Officials, Athletes or volunteers who have Intimate or sexual relationships with members under 19 years of age will be regarded as having committed a grave breach of trust.

Any such activity with a child or young person under 19 years of age may be a criminal offence.

Such breaches will attract 'immediate' Disciplinary action subject to the primacy of the criminal process.

OTHER BREACHES

Breaches of Trust can be attributed to other actions which in themselves may not constitute a criminal offence however, it is broadly held that 'any' abusive behaviour against a child or young person constitutes a Breach of Trust if committed by someone in a Position of Trust.

Such offences under the ABAE Discipline codes can include bullying, neglect including neglect of duty and any of the ABAE Codes or Policies relating to care and supervision of Children and Young People.

RELATIONSHIP OF TRUST

A 'Relationship of Trust' exists where a member of staff, Coaches, Officials, Athletes or volunteers are in a position of power or influence over a member who is under the age of 19 years by virtue of the nature of the activity being undertaken. This could be coaching, supervising or merely an Officer of the Club.

All staff, Coaches, Officials, Athletes or volunteers should ensure that their relationships with our members are appropriate to the age and gender of the member. All should take care that their language or conduct does not give rise to comment or speculation. Attitudes, demeanor and language all require care and thought, particularly when members are dealing with Children and Young People under 19 years of age.

From time to time staff, Coaches, Officials, Athletes or volunteers may encounter young people who display attention seeking behaviour, or profess to be attracted to them. Such situations should be dealt with sensitively and appropriately, ensuring that their own behaviour cannot be misinterpreted.

In these circumstances, the member of staff Coach, Official, Athletes or volunteer should also ensure that another senior member is aware of the situation.

REPORTING

Always report incidents of this nature by way of a Confidential Report Form. These should be brought to the immediate attention of the appropriate Club, Divisional or Regional Welfare Officer who shall decide what further action, if any should be taken.

