

This Policy has been adopted and approved by Gippswyk Community Educational Trust and has been adapted for use by Copleston High School.

DEALING WITH INFATUATIONS & CRUSHES POLICY	
Approved by GCET/Adapted by Copleston High School	1.9.2017
Reviewed/Amended	May 2023
Ratified by Copleston LGB	26.6.23
Date of next Review	Summer Term 2024
Responsible Officer	DSL – Mr H Palmer
Policy Number	ACS16

Definition of a Parent

- All biological parents, whether they are married or not.
- any person who, although not a biological parent, has parental responsibility for a child or young person - this could be an adoptive parent, a step-parent, guardian or other relative
- any person who, although not a biological parent and does not have parental responsibility, has care of a child or young person.

A person typically has care of a child or young person if they are the person with whom the child lives, either full or part time and who looks after the child, irrespective of what their biological or legal relationship is with the child.

Protocol for dealing with Infatuations and Crushes

Staff need to recognise that it is not uncommon for pupils to be strongly attracted to a member of staff and/or develop a crush or infatuation. They should make every effort to ensure that their own behaviour cannot be brought into question, does not appear to encourage this and be aware that such infatuations may carry a risk of their words or actions being misinterpreted.

Early and effective intervention should be taken to prevent escalation and avoid hurt, embarrassment or distress for those concerned.

(Guidance for Safer Working Practice, most recent edition)

Becoming Aware of a Crush/Infatuation

- If a member of staff becomes aware that a student has developed a crush or has an infatuation with them, they must report their observation/concern to the Principal immediately. Indicators may be verbal, written or physical.
- If a staff member becomes aware that a student has developed a crush or infatuation with another adult in a position of trust within the school, they should report this observation/concern to the Principal immediately. In this case, the Principal and the school's DSL will inform the staff member in question of the student's crush/infatuation.

Sharing Information

- To avoid unnecessary embarrassment, hurt or distress, information will only be shared on a need to know basis. It may be necessary to share information about the crush/infatuation with the member of staff's line manager and the student's Head of Year in order to effectively monitor and intervene as appropriate.
- If an allegation is made about the member of staff in relation to this student or any other, a referral will be made to the LADO.

Initial Intervention

- The student will be spoken to about their behaviour towards the member of staff and to see if they require any support in managing this. The parents/carers of the young person should be informed of the school's concerns about their behaviour, and what actions the school are implementing to safeguard both staff member and student.
- The member of staff concerned should keep a log of all contact with the student and share this regularly with the DSL or the Principal.
- Any serious concerns should be reported immediately to the Principal or DSL.
- A plan should be put in place for the member of staff – individual to those concerned – to ensure that they are not put at risk in relation to the young person. This plan will be shared with appropriate persons to support the member of staff and will be reviewed on a regular basis.

Management of when the Crush or Infatuation becomes Problematic or Extreme

- A revised plan should be implemented with further safeguards for the member of staff and the young person. This plan must be reviewed regularly.
- If the young person persists with extreme or persistent behaviour which is in turn causing the member of staff distress, the school's Principal and/or DSL should hold a meeting with the student and their parents to put into place an agreement about future conduct of the young person and which also outlines the sanctions and consequences if the terms of this agreement are not upheld by the student. This agreement will outline a number of sanctions which include permanent exclusion from the school. This agreement must be reviewed on an agreed regular basis.