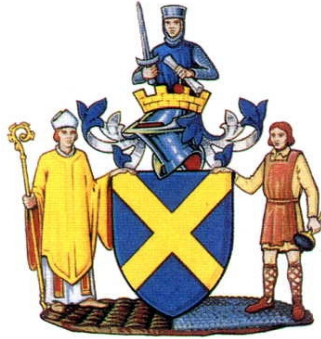


# **St Albans City Youth Community Football Club**



## **Behaviour Management Policy for St Albans City Youth CFC activities in Schools, Clubs and Holiday Camps.**

**Reviewed July 2015  
Approved by selected Trustees**

# Behaviour Management Policy

St Albans City Youth Community Football Club(STACY) recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment. The policy relates to all Schools/Club activities for 5-16 year olds (5-25 Disability sector).

The aims of our Behaviour Management policy are to help children to:

- Develop a sense of caring and respect for one another.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour.
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

## **STACY Behaviour Management Policy for 5-16 year olds**

This policy applies to PE Lessons, Clubs and Competitions

### ***Positive Behaviour***

STACY coaches will work with younger people (at least 2 years younger than themselves).

### **Strategy**

We aim to encourage appropriate behaviour through:

- Praise for positive behaviour.
- Staff respect, value and accept children and treat them with dignity at all times.
- Negotiating rules between children and Sports coaches during each session as necessary.

### **Fostering Positive Behaviour**

During sessions, meetings are held:

- To introduce everybody.
- And discuss ideas and problems, encouraging children to take responsibility for their own behaviour and the well-being of the group.

### **Child–Youth/Coach Relationship**

- Youth and coaches are expected to provide a caring, co-operative and safe environment, respecting the children and other Staff.
- Children are expected to respect and co-operate with Staff and other children.

## ***Behaviour Management Strategies***

STACY staff will manage behaviour according to clear, consistent and positive strategies. Parents/Schools are encouraged to contribute to these strategies, raising any concerns or suggestions.

Behaviour Management in the Schools and clubs will be structured around the following principles:

- Staff and children will work together to establish a clear set of 'ground rules' governing all behaviour. These will be periodically reviewed so that new children have a say in how the rules of the session/programme operate. Parents and Teachers are welcome to discuss the Ground Rules to encourage unity and consistency.
- The established boundaries will apply equally to all children, staff and parents.
- Positive behaviour will be reinforced with praise and encouragement.
- Challenging behaviour will be addressed in a calm but assertive manner. In the first instance, Coaches will try to re-direct children's energies by offering them alternative and positive options. Coaches will be open in stating and explaining non-negotiable issues.
- When dealing with challenging behaviour, Coaches will always communicate in a clear, calm and positive manner. For those children who need support in order to behave in an appropriate manner, STACY will investigate strategies and offer consistent care whilst at the club.
- Staff and parents will make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another. Coaches, Teachers and Parents will avoid shouting whilst at STACY sessions.
- Coaches and Teachers will facilitate regular and open discussions with children about their behaviour. This will help children to understand the inappropriate aspects of their behaviour and enable children to have their say and be helped to think through the causes and effects of their actions.
- Coaches and Teachers will work as a team by discussing incidents and resolving to act collectively and consistently.
- The Committee of STACY will endeavour to discuss concerns confidentially with parents at the earliest possible opportunity in an attempt to help identify the causes of inappropriate behaviour and share strategies for dealing with it.
- Children who experience bullying, racism or other unacceptable behaviour will be actively encouraged to speak to a member of staff.
- Coaches and Teachers will encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation.

### ***Dealing with Inappropriate Behaviour***

When confronted with negative behaviour, staff will be clear to distinguish between 'disengaged', 'disruptive' and 'unacceptable' behaviour.

'Disengaged' behaviour may indicate that a child is bored, unsettled or unhappy. With sensitive interventions, staff will often be able to re-engage a child in purposeful activity.

'Disruptive' behaviour describes behaviour which prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.

'Unacceptable' behaviour refers to non-negotiable actions and may include discriminatory remarks, violence, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour, including in the first instance, temporarily removing a child from the activity session.

For in School sessions the incident and possible solutions will need to be discussed with the responsible Teacher.

When an incident of inappropriate behaviour occurs, coaches will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was unacceptable about their behaviour and that such actions have consequences for both themselves and for other people.

Coaches will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, if appropriate, be able to rejoin the activity. Consideration will be given to the child or young person's individual needs. Every effort will be made to communicate in the most appropriate manner in order to assist in an improvement in behaviours.

Children who need help in order to behave in an appropriate manner will be given support and consistent strategies to address the matter. Staff will seek appropriate training in order to reflect upon the triggers and effects for some children who find some aspects of the play environment stressful.

Parents will be informed of inappropriate behaviour when picking up their child. The parent will be informed of the incident, how it was dealt with and how the child responded.

In the event that unacceptable behaviour persists, more serious actions may have to be taken, in accordance with the 'Suspensions and Exclusions' procedures (below). At all times, children will have explained to them the potential consequences of their actions.

It is recognised that an incident of unacceptable behaviour is a stressful situation for staff and children alike. However, coaches will be aware that there is also a need to be mindful of confidentiality and will only discuss such incidents on a 'benefit to know' basis. All coaches have received training in Safeguarding and are familiar with the Child Protection and Safeguarding Policy. Where causes of incidents suggest possible abuse, safeguarding and child protection procedures will be followed. (Full details are on the Club website [www.cityyouthfc.com](http://www.cityyouthfc.com)).

## ***The Use of Physical Interventions***

Coaches will use physical interventions only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

Before reaching this stage, coaches will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop. **On School sites we will have tried to get help from the School staff as soon as possible. If no support is available then STACY coaches follow these instructions.**

A dialogue will be maintained with the child or children at all times, so that the coach can explain what they are doing and why they are doing it. Coaches will avoid the use of physical interventions if they are alone with the child or children. Only the minimum force necessary to prevent injury or damage should be applied. For example, diverting a child by leading them away by a hand or an arm around their shoulders.

Coaches will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child to do what they have been told and when there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self-control.

The force of the physical intervention will be always appropriate to the age, size and strength of the child or children involved. Restraint should not interfere with the child's breathing. No child should be held by the neck.

If coaches are not confident about their ability to contain a particular situation or type of behaviour, consideration will be given to calling the Line Manager or, in extreme cases, the police.

Where a coach has had to intervene physically to restrain a child, the line manager will be notified and the incident logged. The incident will be discussed with the parents at the earliest possible opportunity. If a coach commits any act of violence or abuse towards a child, parent or other member of staff at STACY, the disciplinary process will be implemented, according to STACY Staff Disciplinary Procedures.

## ***Behaviour Management***

### **Staff Training in Behaviour Management**

Opportunities for coaches to attend training on Behaviour Management are offered, wherever possible designed to meet the specific needs of the coaches and the children attending STACY run lessons/programmes.

### **Informing and Consulting Parents and Teachers**

Should an incident of inappropriate behaviour occur, the child's teacher and parents are informed. The parent is informed about the incident, how it was dealt with and how the child responded. The parent is asked to read and sign incident logs wherever applicable. On request, a copy is given to the parent and a copy kept by STACY.

### **Open communication and co-operation between staff and parents**

Should regular incidents of inappropriate behaviour occur, the parent and the child will be asked to attend a meeting to discuss the behaviour and how they could be rectified. Outcomes of the meeting will be discussed with the coaches and any actions put into place.

### **Behaviour Management plans, including risk assessments**

STACY will risk assess behaviour wherever necessary.

## ***Suspensions and Exclusions of Children***

Persistent unacceptable behaviour from a child will result in the following:

### **Formal warning**

STACY coaches will explain to the child why their behaviour is unacceptable and the consequences of any further such incidents. Children will be encouraged to discuss their behaviour, to explain their actions, and helped to develop strategies to avoiding repeat incidents. Details of all warnings, suspensions and exclusions will be recorded and kept on the child's records. Each warning should be discussed with the child concerned and their parents/teacher, and wherever possible agreements made between all parties that are fair and reasonable to the situation. Such agreements can include removal of privileges e.g. participation in certain activities. Any agreement should reflect the circumstances and be appropriate to the individual concerned, as this can afford the child opportunity to display positive behaviour whilst serving as a motivator to reinforce such. STACY coaches will be made aware of any warnings given to a child, and the implications of any agreement made. STACY has the right to temporarily suspend; this includes informing a parent their child must be

collected immediately, or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour.

### **Suspension**

Only in the event of an extremely serious or dangerous incident will a child be suspended from STACY lessons/programmes with immediate effect. In such circumstances, the child's parent/teacher will be contacted and may be asked to collect their child, even if the child normally signs themselves out. Children may not be allowed to leave the premises until a parent arrives to collect them.

After an immediate suspension has taken place, the STACY Committee will arrange a meeting with the child concerned and their parents to discuss the incident and decide if/when it will be possible for them to return to STACY activities.

Suspensions should be consistent, fair and proportionate to the behaviour concerned. In setting such a sanction, consideration is given to the child's age and maturity. Any other relevant information about the child and their situation will also be considered. If appropriate, help and advice will be sought from concerned professionals in order to plan for the child's return. Every effort will be made in order to support all and strategies necessary to promote a positive outcome. This may include seeking funding.

Coaches should always keep parents/teachers informed about behaviour management issues relating to a child and attempt to work with them to tackle the causes of disruptive or unacceptable behaviour.

No coaches may impose a suspension from STACY without prior discussion with the Committee. Coaches will consult their Line Manager as early as possible if they believe that a child's behaviour may warrant suspension or exclusion.

When a suspension is over and before a child is allowed to return to STACY, there will be a discussion between Coaches, Teachers, the child and their parents, setting out the conditions of their return.

### **Exclusion**

In an extreme situation whereby all strategies and other attempts to address persistent unacceptable behaviour have been unsuccessful, STACY has the right to permanently exclude a child. This right will only be exercised where absolutely necessary, but will be done so whereby the duty of care provided to other children and users of STACY is unduly compromised by irresolvable unacceptable behaviour.



## Appendix 1

<b>Response not to use</b>	<b>Response to use</b>
Don't Run!	Please walk inside because.... You are allowed to run outside
Stop Shouting!	Please talk quietly – Use gesture and quiet tone of voice
Stop Throwing bricks!	Please put the bricks in the box
Stop fidgeting!	Please sit still. If they have been sitting for a long time give them age appropriate space for wriggling. Young children need to be active
Don't call out!	Shall we see if we can put our hands up without calling out? Praise the child who puts up their hand without calling out
No you can't go to the toilet now!	Yes you can go to the toilet after the story (age appropriate)
No you can't play with the cars its story time	Yes you can play with the cars after the story/let's put your car on the shelf until after the story
Don't snatch	Do ask 'Can I have a turn' modelling language and action
No! we don't do that here	Label the behaviour – we don't do ..... because .....
That's really unkind!	Describe behaviour and how it is unkind e.g. 'That will hurt Mary if you hit her on the head'