

Behaviour Policy

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Writer/reviewer of this policy: Dan Chapman, Managing Director

1. Introduction

Our vision for CoachUnlimited clubs is to provide a safe and inclusive environment full of fun and engaging activities.

We believe a behaviour policy can only be effective and impactful when fully understood and consistently implemented by all adults involved in clubs.

2. Aims of this Policy

We believe that all children in our care have the right to access high-quality provision and in line with our vision.

This policy aims to:

- Provide a clear and consistent approach to behaviour management
- Promote and maintain clear and high expectations of behaviour
- Encourage the celebrating and sharing of successes and good behaviour
- Provide a clear process of challenging with a managing unwanted behaviour
- Foster the use of CoachUnlimited values (positivity, quality, enjoyment, passion, honesty) and set behaviour expectations based on these

3. Roles and responsibilities

Director

- Developing the behaviour policy



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- To hold all CoachUnlimited staff accountable for the consistent implementation of this policy

Club Manager

- Make all club staff aware of this policy and provide training on it
- Liaise with staff and parents in the instance of a serious behaviour incident and decide on the next steps, consulting a director where necessary
- Be available for staff to contact for support

Club Staff

- Deliver clubs in line with vision statement
- Implement this behaviour policy effectively and consistently
- Uphold and demonstrate company values at all times
- Deal with and then report all serious incidents of behaviour to the club manager
- Model positive behaviour at all times

4. Praise and rewards

All staff should work to foster a positive environment and uphold company values. Examples of ways staff could recognise positive behaviour include, but shouldn't be limited to:

- Verbal praise
- Positive visual responses – smiles, non-verbal cues and hand gestures
- Sharing particular highlights with parents

5. Unwanted behaviour

Staff will challenge and consistently manage instances of unwanted behaviour. The process for challenging low-level, unwanted behaviour is:

Step 1: verbal prompt	A member of staff will give a verbal prompt stating that their behaviour is not meeting expectations.
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Step 2: a verbal reminder	A member of staff will explain that their behaviour is still not meeting expectations and provide clear guidance as to how their behaviour can improve. Where practically possible, this will be done in private and not in front of a group.
Step 3: reflection	If the unwanted behaviour continues, the child will be asked to stop and reflect for 5-10 minutes away from the activity. Parents must be notified at the end of the day.

Where there is persistent unwanted behaviours, staff will raise with parents so that clear and agreed strategies can be implemented.

Two or more uses of a 'reflection' would be reported to the club manager.

In the unlikely event that unwanted behaviours continue, following parent intervention, and where the safety and/or enjoyment of others is being compromised, there may be a need to temporarily suspend or permanently exclude a child. This would be approved by a director, in conjunction with the club manager.

6. Serious behaviour incidents

Incidents of behaviour deemed serious should be dealt with and reported immediately to parents and the club manager.

Examples of such behaviour include, but are not be limited to:

- violence and/or intimidation
- use of bad language

Such incidents warrant a different response which may include moving straight to step 3 or even a suspension.

