

BEHAVIOUR POLICY

SMT responsible:	Jacob Adams
Last reviewed:	December 2022
Next Review:	December 2023

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Introduction to the Behaviour Policy

1. Aims of the Behaviour Policy

Elevate Sports coaching (Elev8) seeks to create an environment at our schemes and initiatives which encourages and reinforces good behaviour. Furthermore, it is acknowledged that society expects good behaviour as an important outcome of the educational process.

To enable effective coaching to take place the highest standards of behaviour are expected. We anticipate that unacceptable behaviour will always be confronted and that everyone at Elev8 will feel empowered to challenge anyone behaving in an anti-social manner.

We hope to create firm discipline within a positive caring atmosphere and develop supportive relationships between coaches and children. Discipline and relationships will be guided by the company ethos. Elev8 recognises the importance of treating children as individuals.

The children bring to our courses a wide variety of behaviour patterns based on differences in home values, attitudes and parenting skills. At Elev8 we must work towards standards of behaviour based on the basic principles of honesty, respect, consideration and responsibility. It follows that acceptable standards of behaviour are those which reflect these principles.

In seeking to define acceptable standards of behaviour it is acknowledged that these are goals to be worked towards rather than expectations which are either fulfilled or not. Just as we measure sports achievement in terms of progress and development over time towards improvement, so we measure standards of behaviour in terms of the children's developing ability to conform to our behavioural goals.

We believe that children need and welcome the security of clear boundaries and expectations. It is important that rules, procedures and strategies to which we aspire are clearly understood and modelled by all coaches; and that they are applied consistently, remembering that there needs to be some flexibility in the use of sanctions to take account of individual circumstances. The success of this policy is of paramount importance and as such it is the responsibility, and indeed relies upon the full involvement of all children and Elev8 staff – all being supportive and co-operating with each other to ensure its success.

- To create a caring and purposeful learning and playing environment.
- To create a positive climate with realistic expectations.
- To clarify what is meant by “good behaviour and discipline” and ensure success through the highest standards of behaviour towards each other.

- To promote and develop confidence, self-esteem and self-discipline with due regard for authority and positive relationships based on mutual respect, support and safety for all.
- To ensure consistency of response and equality of treatment to both positive and negative behaviour.
- Ensure fair treatment for all regardless of age, gender, race, ability and disability.
- Show appreciation of the efforts and contribution of all.
- Understand the importance of fair play and sportsmanship.
- To ensure that Elev8 expectations and strategies are widely known and understood.

2. Principles of the Policy

Our policy is based on the premise that:

- Each child has the right to learn.
- The coaching staff have the right to coach without interruption.
- Every parent has the right to information about their child's behaviour and to work in partnership with Elev8 to encourage high standards.
- Each participant in this partnership needs to be aware of these standards.
- Every child is equal and should always be treated as such.

Acceptable behaviour includes:

- Respecting others.
- Listening to and responding to coaching staff
- Avoiding conflict with others.

Above all it means that children accept responsibility for their own actions and ensure that they do not affect the learning of others by poor behaviour.

3. Roles and Responsibilities

Children are expected to:

- Abide by the Behaviour policy rules.
- Be ready to learn by ensuring regular attendance and being punctual to all sessions.
- Follow instructions at the first time of asking co-operating with other children and coaches.
- Work to the best of their ability and effort always and allow others to do the same.
- Be polite and respectful.
- Respect and value each other and their environment.

Students must:

- Respect the learning of others.
- Allow the staff to coach.
- Not put at risk the health and safety of others.

Staff are expected to:

- Always Support this Behaviour Policy.
- Be positive ambassadors of Elev8 through their professionalism at all times.
- Encourage good behaviour from children and colleagues: leading by example and using positive language: a role model at all times.
- Support children and colleagues, demonstrate good team spirit and go “the extra mile”.
- Be ready to teach by having good attendance and by being punctual.
- Respect each other and their environment.
- Treat all children fairly and equally seeking to raise their self-esteem and develop their full potential.
- Undertake thorough planning to provide challenging, interesting and relevant sessions appropriate to the age, ability and any individual needs of all students.
- Create a safe, pleasant and effective learning environment.
- Take every opportunity to promote and reward good behaviour, achievement and effort when deserved.
- Use rules and consequences outlined in this policy clearly and consistently.
- Intervene promptly when they encounter poor behaviour.
- Form good relationships with parents liaising regularly to help them support their child’s learning and to share any concerns about their child’s progress, welfare or behaviour.

Parents/Carers are expected to:

- Be ready to support Elev8 Behaviour Policy by reinforcing company rules.
- Share concerns about their child’s progress, welfare and behaviour.
- Support their child’s development
- Ensure their child arrives at the sessions on time.
- Ensure their child has suitable clothing and footwear.
- Support the coaching staffs’ decisions whilst having an entitlement to be fully informed about and question those decisions regarding their child’s behaviour.

4. Sanctions Process

Children will not always behave in the way we may wish, and we will then implement sanctions which are two-fold:

- To correct inappropriate and poor behaviour.
- To get pupils to reflect on their inappropriate behaviour and learn strategies to avoid such behaviour in the future.

The Behaviour Policy acts as a guideline to staff as to how to deal with incidents. It is for guidance, rather than being prescriptive; each incident should be considered in its context.

Removal from Sessions

Elev8 reserves the right to remove children from a session or event, if their behaviour is causing an ongoing concern. This is not limited to a one-off serious incident and may therefore be due to cumulative events that have led to a significant amount of behaviour issues or health and safety concerns.

Elev8 will always endeavour to support students through interventions prior to removing them from an activity.

Informing parents

If a severe incident has occurred, parents need to be informed promptly. Even if a situation is not clear because it has not been fully investigated, it is important parents of victims **and** perpetrators are informed before a child goes home. They can then be assured that the incident will be investigated, and parents will be kept informed. **This stage is very important as parents need to be assured that they will be kept up-to-date on our investigations and consequences for the perpetrator.**

Investigations into incidents of a severe nature

Any incidents of a severe nature need to be investigated thoroughly so that the victim and the perpetrator both know that they have been fairly dealt with. Written accounts from both victim and perpetrator are important. Witness accounts are very useful to confirm versions given by either party. Although these investigations take up a huge amount of time, it helps to clarify the circumstances of the incident and then helps to ensure that the evidence is acted upon fairly.

Referrals to external support may be made including the Police.

Elev8 has a **zero tolerance** on incidents involving weapons or drugs.

5. Bullying

Statement of Intent

Elev8 is committed to providing a caring, friendly, and safe environment for children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Elev8. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively, with appropriate attention being given to emotional well-being of children where necessary.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

What Is Bullying?

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous.

The company's coaching staff must be alert to the signs of bullying and act promptly and firmly against it.

Bullying can take many forms such as:

- **Emotional** - being unfriendly, excluding, tormenting
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, gestures
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Sexual** – taunts in relation to someone's sexual orientation

Involving parents

Parental support is a key to success of our anti-bullying initiatives. Most parents support anti-bullying measures and are keen to participate. Consultation is important, helping create an ethos in which positive behaviour is encouraged, and bullying considered unacceptable.

Good practice includes:

- recognising that the parent may be angry and upset
- listen carefully to the parent's point of view
- keeping an open mind - bullying can be difficult to detect
- remaining calm and understanding
- making clear that the company does care and that something will be done

Many of the same points apply when the company must tell the parents that their child is involved in bullying.

Any child can be bullied, and although none of these characteristics can excuse it, certain factors can make bullying more likely:

- being shy
- an over-protective family environment
- being from a different racial or ethnic group to the majority
- being different in some obvious respect

- intruding or being a ‘nuisance’
- possessing expensive accessories such as mobile phones or computer games

What children should do if they are being bullied or reporting incidents of bullying behaviour

- Report bullying incidents to staff. The incident will be dealt with immediately by the member of staff who has been approached
- In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

Children who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with member of staff of their choice
- reassuring the student
- offering continuous support
- restoring self-esteem and confidence

Children who have bullied will be helped by:

- discussing what happened
- discovering why the child became involved
- establishing the wrongdoing and need to change
- informing parents or guardians to help change the attitude of the child