



Behaviour Management Policy

1. Policy Statement

This Behaviour Management Policy sets out the expectations, procedures, and responsibilities for promoting positive behaviour and managing challenging behaviour at **Elite SF**. The policy is written in line with safeguarding and welfare expectations consistent with Ofsted requirements and recognised best practice.

Elite SF is committed to creating a safe, respectful, and supportive environment where children can participate in sports and activities effectively.

2. Scope of the Policy

This policy applies to:

- All children attending sessions, clubs, camps, and activities.
- Coaches, assistants, volunteers, and young workers.
- Parents, carers, and guardians responsible for children.

3. Key Principles

- Children's safety and welfare is paramount.
- Positive behaviour is promoted and reinforced.
- Behaviour expectations are clear, consistent, and age appropriate.
- Challenging behaviour is managed calmly, consistently, and fairly.
- Traffic Light Behaviour system, Green, Amber and Red. Green is positive good behaviour, listening when needed, helpful, kind, positive. Amber is disruption, time out and explained why and work through with the coach of how we can improve. Is there a 'why' for this behaviour? Red is, constant disruption or a severe disruption. Red results in extended time out period, parents contacted and if behaviour is not improved, then potential removal from the session completely. Parents are contacted for the earliest pick up time possible if the behaviour cannot be managed and there are no signs of improvement after a period of time (dependent on case scenario).

- At Elite SF we always aim to improve behaviour as much as we can and promote for green behaviour lights. We also try our very best to prevent behaviour from reaching Red Behaviour level.

4. Responsibilities

Coach Responsibilities

- Promote positive behaviour through modelling and reinforcement.
- Apply rules consistently and fairly.
- Record incidents of challenging behaviour.
- Communicate concerns to parents/carers and management as appropriate.

Parent/Carer Responsibilities

- Support positive behaviour at the club.
- Work with coaches to address behavioural concerns.
- Communicate relevant information regarding children's needs.

5. Encouraging Positive Behaviour

Positive behaviour will be encouraged by:

- Clear explanations of expected behaviour.
- Praise and recognition for achievements.
- Age appropriate rewards where appropriate.
- Structured routines and clear instructions.

6. Managing Challenging Behaviour

- Coaches will intervene calmly and consistently.
- Physical intervention will only be used in line with approved safety and safeguarding guidelines.
- All Red behaviour incidents will be recorded and reviewed.
- Behaviour plans may be implemented for children with repeated or complex behaviour needs.

7. Unacceptable Behaviour

The following behaviours are not acceptable:

- Bullying, intimidation, or verbal abuse.

- Physical aggression towards children, coaches, or volunteers.
- Damage to property or equipment.
- Disruptive behaviour that compromises safety or learning.

8. Sanctions and Consequences

- Age appropriate consequences will be used.
- Repeated or serious incidents may result in temporary suspension or exclusion from sessions.
- Parents/carers will be informed and involved in resolving issues.
- Serious incidents may be referred to external agencies if required.

9. Recording and Reporting

- Red behaviour incidents will be recorded accurately and confidentially.
- Records will include the date, time, context, actions taken, and outcomes.
- Records may be reviewed for safeguarding and quality improvement purposes.

10. Coach Training and Support

- Coaches will receive training on positive behaviour management strategies.
- Regular supervision and support will be provided.
- Behaviour concerns will be reviewed and discussed in team meetings.

11. Safeguarding Considerations

- Behaviour management is part of safeguarding practice.
- Coaches must be alert to signs of harm, neglect, or abuse.
- Any safeguarding concerns must be reported immediately to the Designated Safeguarding Lead (DSL).

12. Communication

- Expectations for behaviour will be communicated to children and parents/carers.
- Coaches will maintain open communication regarding incidents and concerns.
- Feedback will be provided constructively and promptly.

13. Policy Review

This policy will be reviewed annually or sooner if:

- Ofsted guidance or legislation changes.
- An incident highlights the need for review.
- Operational changes occur.

14. Declaration

All coaches, volunteers, and parents/carers must read, understand, and agree to comply with this Behaviour Management Policy.

15. Acknowledgement and Acceptance (BrightHR)

All self-employed coaches and contractors engaged by Elite SF are required to read and acknowledge this Policy Breach Procedure, along with all associated policies, via the BrightHR system (or equivalent compliance platform used by the business).

Acknowledgement via BrightHR constitutes confirmation that the individual:

- Has read and understood the contents of this procedure
- Agrees to adhere to all company policies and standards
- Understands the consequences of policy breaches as outlined

Failure to complete policy acknowledgement may result in:

- Suspension of work allocation
- Removal from scheduled sessions until compliance is confirmed

The business reserves the right to rely on digital acknowledgement records as evidence of acceptance of terms and expectations.

Adopted on: 29th December 2025

Signed on behalf of Elite SF: J. Bartram

Date for review: 29th December 2026