



Barnstaple Rugby Football Club

Managing Challenging Behaviour Policy

Club Policy Statement

BRFC has a duty of care to its young people and its members and staff. To manage challenging behaviour

It is important that staff and volunteers are aware of and understand the organisation/club's guidance about managing challenging behaviour to ensure that they understand the circumstances in which they may need to intervene and are clear about the practice guidance in this area.

BRFC recognise that it has a responsibility to give clear guidance and support to all those involved in activities to enable them to supervise the young people they are responsible for safely

BRFC through this policy will make it clear before the activity what is acceptable practice the required standards of conduct, and the club's process for responding to behaviour that is deemed unacceptable to keep themselves and the young people they are responsible for safe.

These guidelines aim to promote good practice and to encourage a proactive response to supporting children to manage their own behaviour.

They suggest some strategies and sanctions which can be used and also identify unacceptable sanctions or interventions which must never be used by staff or volunteers.

To assist staff this policy and guidelines must be followed and read in conjunction with all the clubs' policies and guidelines and where relevant RFU and CPSU policy and guidance. These are available on the following websites:

www.barnstaplerfc.co.uk

www.rfu.com

thecpsu.org.uk

In particular:

BRFC Anti- Bullying Policy

BRFC Safeguarding Children & Vulnerable Adults Policy

BRFC Vulnerable Adults Policy

BRFC Codes of Conduct

It is the responsibility of all BRFC club staff to ensure that they read and understand these policies and put the policy into practice.

If there are any questions or queries please contact the cubs welfare/safeguarding officer or club officials for guidance

The guidelines are based on the following principles:

- The welfare of the child is the paramount consideration.
- Children must never be subject to any form of treatment that is harmful, abusive, humiliating or degrading.

Guidelines for volunteers

Some children exhibit challenging behaviour as a result of specific circumstances, e.g. a medical or psychological condition and staff/volunteers who deliver sports activities to children may, on occasions, be required to deal with a child's challenging behaviour.

When children are identified as having additional needs or behaviours that are likely to require additional supervision, specialist expertise or support, this should be discussed with parents/carers and where appropriate young people to ensure that an appropriate approach is agreed.

If required additional support and advice should be obtained from either the club safeguarding and welfare officer or/and external agencies such as Children's Services etc

Sport can make a significant contribution to improving the life experience and outcomes for all children and young people. Every child should be supported to participate and, only in exceptional circumstances where the safety of a child or of other children cannot be maintained, should a child be excluded from club activities.

Planning Activities

Good coaching practice requires planning sessions around the group as a whole but also involves taking into consideration the needs of each individual athlete within that group.

As part of session planning, coaches should consider whether any members of the group have presented in the past or are likely to present any difficulties in relation to the tasks involved, the other participants or the environment.

Where staff/volunteers identify potential risks, strategies to manage those risks should be agreed in advance of the session, event or activity. The planning should also identify the appropriate number of adults required to safely manage and support the session including being able to adequately respond to any challenging behaviour and to safeguard other members of the group and the staff/ volunteers involved.

The club should seek to work in partnership with parents/carers, and where necessary external agencies, to ensure that a child or young person can be supported to participate safely.

Agreeing Acceptable and Unacceptable Behaviours

Staff, volunteers, children, young people and parents/carers by joining the club agree to the RFU codes of conduct.

A range of sanctions will be utilised by the club's discipline committee which may be applied in response to unacceptable behaviour if deemed appropriate by the committee. This may include in some circumstances referring to the RFU.

Issues of behaviour and control should regularly be discussed with staff, volunteers, parents and children in the context of rights and responsibilities. This could be done at the start of the season, in advance of a trip away on tour, or at other intervals as deemed appropriate.

When children are consulted and specifically asked, as a group, to draw up and agree

rules that will govern their participation in club activities, experience indicates that they tend to arrive at a very sensible and working set of 'rules' with greater 'buy-in' from participants than those simply imposed by adults within the club. This strategy may be employed by the coaches as they feel appropriate.

Managing Challenging Behaviour How BRFC will respond:

In responding to challenging behaviour, the response should always be proportionate to the actions, be imposed as soon as is practicable and be fully explained to the child and their parents/carers. In dealing with children who display negative or challenging behaviours, staff and volunteers might consider the following options:

- Time out from the activity, group or individual work.
- Reparation - the act or process of making amends.
- Restitution - the act of giving something back.
- Behavioural reinforcement - rewards for good behaviour, consequences for negative behaviour.
- De-escalation of the situation - talking through with the child or walk away
- Increased supervision by staff/volunteers.
- Use of individual 'contracts' or agreements for their future or continued participation.
- Sanctions or consequences e.g. missing a match/training session.
- Physical intervention (See below)
- As a last resort, if a child continues to present a high level of risk or danger to him or herself, or others, he or she may have to be suspended or barred from the group or club activities IE Temporary or permanent exclusion

- Support – BRFC will seek additional/specialist support through working in partnership with other agencies to ensure a child's needs are met appropriately e.g. referral for support to Children's Social Care, discussion with the child's key worker if they have one, speaking to the child's school about management strategies (all require parental consent unless the child is felt to be 'at risk' or 'in need of protection').
- Reviewing - Staff and volunteers should review the needs of any child for whom sanctions are frequently necessary. This review should involve the child, parents/carers and in some

cases others involved in supporting or providing services for the child and his/her family, to ensure an informed decision is made about the child's future or continued participation.

- Misconduct during matches may invoke the RFU disciplinary procedure. In this event the Club safeguarding Officers should be notified, and attend any disciplinary hearings to ensure the welfare of the child/children concerned is ensured.

The following should never be permitted as a means of managing a child's behaviour:

- Physical punishment or the threat of such.
- Refusal to speak to or interact with the child.
- Being deprived of food, water, access to changing facilities or toilets or other essential facilities.
- Verbal intimidation, ridicule or humiliation.
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Physical Intervention: Responding to high risk behaviours:

- Any form of physical punishment of children is unlawful, as is any form of physical response to misbehaviour
- The use of physical intervention should always be avoided unless it is absolutely necessary to prevent a child injuring themselves or others, or causing serious damage to property
- It is particularly important that adults understand this both to protect their own position and the overall reputation of the organisation in which they are involved.
- A decision to restrain a child should be firmly based on the safety of the child and must NEVER be made as a punishment or to get children to comply with instructions
- All forms of physical intervention should form part of a broader approach to the management of challenging behaviour.
- Physical contact to prevent something happening should always be the result of conscious decision-making and not a reaction.
- Before physically intervening, the member of staff or volunteer should ask themselves, 'Is this the only option in order to manage the situation and ensure safety?' E.g. could I use another strategy?
- It is good practice to ensure that if you have to physically intervene in a situation with a child/young person, it is in the least restrictive way necessary to prevent them from getting hurt, and used only after all other strategies have been exhausted.
- Wherever possible this should be carried out by at least two members of staff and for as short as time as possible talking their way out of the physical intervention
- Consider swapping members of staff during the intervention to enable the young person a get out and reduce tension and stress

Studies have shown that, where these strategies are used, children and young people understand and accept the reasons for the intervention. The following standards must always be considered:

- Contact should be avoided with buttocks, genitals and breasts. Staff/volunteers should never behave in a way which could be interpreted as sexual.
- Any form of physical intervention should achieve an outcome that is in the best interests of the child whose behaviour is of immediate concern.
- Staff/ volunteers should consider the circumstances, the risks associated with employing physical intervention compared with the risks of not employing physical intervention.
- The scale and nature of physical intervention must always be proportionate to the behaviour of the young person and the nature of harm/ damage they might cause.
- All forms of physical intervention should employ only a reasonable amount of force.
- The minimum force needed to avert injury to a person or serious damage to property and applied for the shortest period of time.
- Staff/volunteers should never employ physical interventions which are deemed to present an unreasonable risk to children or staff/volunteers.
- Staff/volunteers shall never use physical intervention as a form of punishment.
- Physical intervention should NOT involve inflicting pain
- Where children are identified as having additional needs or behaviours that are likely to require physical intervention this should be discussed with parents/carers and where necessary the club will seek advice from or to work in partnership with external agencies (e.g. Children's Social Care) to ensure that a child or young person can be supported to participate safely.

- This may include asking for the provision of a suitably trained support worker/volunteer or accessing staff/volunteer training in physical intervention.
- Any physical intervention used should be recorded as soon as possible after the incident by the staff/volunteers involved using the RFU Incident Report Form and passed to the Club discipline and/or Welfare/Child Protection Officer as soon as possible and will be referred to the Club discipline committee
- The club will monitor the situation via the discipline committee

Follow Up

It is clear from the accounts of children and young people that physical intervention provokes strong feelings. Children may be left physically or emotionally hurt. Even a child who hasn't directly been involved in the situation may be fearful that it will happen to them in future or have been upset by seeing what has happened to others.

A timely debrief for staff/volunteers, the child and parents should always take place following an incident where physical intervention has been used. This should include ensuring that the physical and emotional well-being of those involved has been addressed and ongoing support offered where necessary. Staff/volunteers, children and parents should be given an opportunity to talk about what happened in a calm and safe environment.

There should also be a discussion with the child and parents/guardians about the child's needs and continued safe participation in the group or activity.

If the child is felt to be 'at risk' or 'in need of Child protection policy

Notes;

Taken from RFU Policy template (Managing Challenging Behaviour Policy)