



Eastleigh Rugby Football Club

Positive Behaviour Policy

(formally Code of Conduct)

2023-2024

Approved:	August 2023
Review Date:	August 2024

A child's behaviour can be defined as challenging if it puts that child, or other children, or adults (such as the coach) around them at risk or leads to a poorer quality of life.

Challenging behaviour may include:

- Aggression, foul language or acts of violence
- Destructive behaviour, such as damaging equipment, throwing objects etc
- Disruptive behaviour that diminishes children's ability to focus on the session.

With this in mind, as soon as it is apparent that there is a pattern of behaviour that is challenging, difficult, or worrying being displayed by a child, we must also consider the cause. The Safeguarding Officer will be consulted.

Planning Activities

When planning activities, coaches will always consider if a child needs additional support or supervision to participate safely, due to behaviour.

Coaches will:

- Carry out an assessment of any additional risk associated with a child's behaviour
- Speak with the parents / carers of children to understand if there are additional needs that need to be addressed
- Ensure that there are suitable ratios of adults to children during sessions.
- Ensure that all adults involved in the session understand how to manage the behaviour that is challenging and have a consistent approach.
- Consider whether the club needs to consult a specialist.

Encouraging Positive Behaviour

When responding to a child's behaviour, the adult's objective is to encourage positive behaviour. The response must be proportional to the behaviour and actions and be inclusive. Coaches are encouraged to follow the list of Do's and Don'ts below.

- DO talk to the child and establish what the issue is. Perhaps they don't understand the instruction or objective or are tired or drained or stressed. Explaining a technique on a 1:1 basis or buddying the child up can be useful.
- DON'T assume the problem rests solely with the child. Self-reflection is vital. Can you explain the task differently / Was the session well planned?
- DO be open to the fact that there may be something else going on with this child. If the problem is not easily resolved, it could be a cry for help. If this is suspected, the club Safeguarding Officer will be contacted.
- DON'T minimise any suspicions or concerns. See advice from the Safeguarding Officer.
- DO be open to the fact that the child may have additional needs which require support.
- DON'T assume that you must be an expert in behaviour and additional needs.
- DO speak to parents / carers and find out more about the behaviour.

- DON'T blame parents for enabling their child to behave this way. Encourage parents to work with you.
- DO if possible include the child in discussion on how to manage different situations.

Managing Behaviour

The coach will speak to the child and the child's parents / carers at the first opportunity to explain or raise any concerns. The Safeguarding Officer will also be informed.

If there is no improvement, a meeting may be set up with the coach, parents and Safeguarding Officer to discuss any patterns of behaviour or additional needs and how these can be managed. The Safeguarding Officer may ask for consent to speak to the child's school for further advice and support if required.

Behaviour will be monitored and documented. Support will be provided as outlined in the policy.

If there is a serious breach of behaviour which results in the harm or potential harm to another person, then this will be raised to the Disciplinary Officer and a meeting will be arranged to consider the Safeguarding concerns. This will be discussed confidentially and a written response will be provided. Guidance will also be sought from RFU and if necessary and Safeguarding referrals will be made.

Eastleigh RFU is run by volunteers. Volunteers give their time freely and often dedicate hours to the role. Rugby Volunteers and other players are all to be treated with respect and dignity. Violence and aggression towards any member of the Eastleigh RFC team will not be tolerated and will be dealt with accordingly.

If you have any concerns, please contact the Club Safeguarding Officer – Sharon Taylor at safeguarding@erfcjuniors.co.uk

Signed: 

Sharon Taylor

Club Safeguarding Officer

14th August 2023