



# AFTER SCHOOL CLUB (ASC) BEHAVIOUR MANAGEMENT POLICY

## SPORTITUDE LTD

This policy was adopted by: Sportitude Ltd	Date: 21/11/24
Policy last reviewed date:	Date: N/A
Policy review due:	Date: 21/11/2025
Signed by the company director	Signed: <i>M Griffiths</i>





## **Rationale:**

Each week, Sportitude provides after school sports and activities clubs for nearly 1000 children (accurate at time of writing). In each of our clubs there will be a mixture of ages, levels of enthusiasm, and abilities. It is our aim to provide a safe, fun, inclusive environment to all. The safety of all attendees, and our staff, is our absolute priority. With this unwavering principle in mind, it is necessary that we operate a fair and transparent behaviour management system that is consistent throughout all of our after school club sessions.

This document explains the categories of incidents, and the associated consequences for those whose behaviours are unhelpful, unpleasant, or dangerous. Incidents/behaviours are scored, according to their severity, in line with the categories set-out below. The scoring is cumulative throughout each session, and the consequences are handed out in line with the points scoring system.

## **The 4 Point System:**

Sportitude has 3 levels of scoring for unwanted behaviour.

- Minor= 1 point
- Moderate= 2 points
- Severe= 4 points.

The point scoring is cumulative in each session, although points do not “carry over” to the next club session.

The consequences of the behaviour points scoring system are as follows:

- 1 point. A verbal warning.
- 2 points. A 5 minute time out.
- 3 points. A 10 minute time out.
- 4 points. Excluded from the remainder of the session for the safety of all.

Where a child reaches 4 points during a session, and is therefore unable to take part in the remainder of the club that week, this must be communicated to the adult collecting them at the end of the club. Should the child be allowed to walk home alone, their nominated adult will be informed of the situation by email.



## **Expectations of Staff:**

Sportitude is not a sports academy, nor does it promise pathways for elite performers, or claim to offer any guaranteed results in terms of sporting outcomes. Our coaches do not shout and scream at the children, they are highly discouraged from using such language as “where’s the passion”, “get stuck in” etc. Instead our staff encourage, nurture, and speak softly. Our staff should only be using a raised voice to ensure a message is properly conveyed to children who are spread out over a large area, or in the case of an emergency where everyone needs to stop and listen immediately.

## **Definitions of Behaviour Levels:**

The Sportitude senior management team considers unhelpful/unwanted behaviour to be broken down into 3 categories: Minor, Moderate and Severe.

### **Minor Behaviour (1 point) includes but is not limited to:**

- Not following instructions
- Calling out/not listening/talking when the coach is delivering instructions
- Name calling or any other other language that makes another child feel uncomfortable
- Actions that prevent/impede other children’s enjoyment of the session
- Actions that prevent the coach being able to convey messages
- Unnecessarily aggressive/physical play
- Mistreating equipment or facilities
- Being rude and/or argumentative towards staff

### **Moderate Behaviour (2 points) includes but is not limited to:**

- Intentionally striking/pushing etc another child (or coach), where the level of intent and/or contact was not likely to injure the other person.
- Attempting (successfully or not) to abscond from the group/playing area, where permission was not given from the adult in charge.
- Use of “milder” swearwords. Defined as those that do not reference sexual acts or any slang for reproductive organs. This includes hand gestures.
- Language or actions that intentionally discriminate against any individual or group in terms of religion, skin colour, nationality, sexual orientation, appearance or gender.
- Actions that put the child, other attendees, or staff members in danger



**Severe Behaviour (4 points) includes but is not limited to:**

- Intentionally striking/pushing etc another child (or coach), where the level of intent and/or contact could reasonably be expected to cause injury.
- Violent or sexual swearing
- Verbally threatening to enact harm to another child or member of staff
- Intentionally damaging equipment, facilities or the property of another attendee or staff member.
- Attempting to leave the venue (school/academy) premises without permission

**Staff Judgement Calls:**

When an incident, or behaviour, occurs that does not necessarily fit into one of the categories above, the senior staff member on duty will make a judgement call as to the level of consequence the incident warrants.

**Repeated/Consistent Moderate and Severe Behaviour:**

As stated above, the consequences of unwanted behaviour do not roll-over to the next session. However, should a pattern emerge where a child is consistently falling foul of the rules and regularly having to miss out on large sections of the club Sportitude may need to exclude that child from the club altogether. Should this situation occur, the associated adult will receive a refund for any sessions paid in advance that the child will not be able to attend.