



Managing Challenging Behaviour Policy

Launceston Rugby Club Policy Statement

Launceston RC has a duty of care to its young people, its members and staff.

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

Launceston RC 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.

Launceston RFC, through this policy, will make it clear what is acceptable practice, the required standards of conduct and the club's process for responding to behaviour that is deemed unacceptable.

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 policy and guidance. These are available on the following website:

<https://www.englandrugby.com/governance/safeguarding>

In particular:

- Launceston RC Anti- Bullying Policy
- Launceston RC Safeguarding Policy
- RFU Safeguarding Children & Vulnerable Adults Policy
- RFU Codes Of Conduct

It is the responsibility of all Launceston RC 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 club safeguarding officer - Claire Bader 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.

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 clubs 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.

Claire Bader

Policy review date	September 2021
Next review date	September 2022