

uSports Behaviour Policy

uSports makes every effort to ensure that all children, staff and parents behave in a way that encourages a fun, safe and secure environment. All uSports coaches will have read and agreed to the **Behaviour** policy to ensure that all session environments are as safe as possible for children and staff attending.

Code of Conduct

Our Code of conduct includes expected and non-acceptable behaviours and our process for managing behaviours that compromise the well-being of children and staff. Our intention is to always provide as many children as possible with the opportunity to have a positive experience with a variety of sports at a young age. We are passionate about ensuring children develop in a fun, safe and happy environment.

Staff at holiday camps will promote and actively encourage good behavior through positive reinforcement and leading by example and respecting colleagues and children. We will be adopting a culture sharing and caring, engaging rules of actions and consequences in a positive manor.

uSports Expected Behaviours

- Kind Words, Hands and Feet
- Be helpful
- Be respectful and polite to others
- Take responsibility of your own actions
- Being truthful

We will be following a yellow and red card procedure to manage poor behaviours for children and adults. Where two yellow cards are issued a red card will be issued

Yellow Card Behaviours

- Being disruptive
- Damaging equipment
- Failing to follow the mobile phone policy
- Negative, hurtful or unkind words and actions
- Not allowing others to be heard
- Not keeping your hands and feet to yourself
- Repeated not listening and following instructions

Red Card Behaviors

- Being Physical with others
- Racial, homophobic or discriminatory language or actions
- Repeated incidents of Yellow Card Behaviour
- Repeatedly failing to follow the mobile phone policy
- Stealing, vandalism or deliberately damaging equipment
- Unsafe behaviour e.g. running away, climbing fences or hiding
- Verbal threats or intent to hurt other

Outcomes of poor behaviours

Yellow Card Behaviour Management Stages

Stage 1: Group Coach informs child that behaviour is not acceptable, and child is asked not to repeat it

Stage 2: Repeat behaviour - Site Manager is informed, incident recorded on incident form and parent informed (usually at pick-up time or sooner at Site Manager's discretion)

Stage 3: Further poor behaviour – Outcome selected based on severity and frequency of Yellow Card Behaviour

End of Camp: Notes given to the Community Manager and notes are made on the child's profile, this will be reviewed and a further decision to be made

Outcomes of Yellow Card behaviour

- Stage 1: Agreed behaviour management strategy is implemented by Group Coach and Site Manager. Parent to support staff with ideas
- Stage 2: Child's parent informed of behaviour (via incident report form and speaking to them in-person) and told that any further incident will lead to a cooling off period
- Stage 3: Child's parent is called to come and pick them up. A cooling off period is issued and the child may return the following day but any further incident will lead to them not being able to return to camp

When the child returns to camp, both parent and child understand that further instances of Yellow Card behaviour will result in them not being able to return to camp.

As standard, an incident Report form will be completed by the staff on-site detailing what has happened in order to provide full context for parents. A copy will be given to the parent to sign and will be retained by the uSports office.

Red Card Behaviours

Behaviour Management Steps

Stage 1: Child is informed that the behaviour is not acceptable and that parent will be informed

Stage 2: Site Manager and Office informed. Incident forms completed and signed by parents

Stage 3: Coach and Site Manager agree a suitable outcome e.g. child sent home

Stage 4: Site Manager and Office review to whether the child can return to future sessions

Outcomes of Red Card Behaviours

Depending on severity of behaviour

R1: Child is picked from the camp that day and has a 24hr cooling off period

R2: Child is not able to return to the camp for the remaining week

R3: Child is not able to return to future camps for 6 months

R4: Child is unable to return to camp indefinitely

Site Managers reserve the right to escalate or skip stages where incidents are deemed to have an adverse impact on other children, staff, venue or the safety and experience of others is at risk.

As standard, an incident Report form will be completed by the staff on-site detailing what has happened in order to provide full context for parents. A copy will be given to the parent to sign, then given to the office to record.

This policy was adopted by: uSports	Date: 09.02.22
Reviewed On:	Signed: C. Hiscox