

Team Clubs Behaviour Policy

Purpose of the Policy

At Team Clubs, we are committed to providing a safe, positive, inclusive, and enjoyable environment for all children attending our holiday clubs. This behaviour policy sets out the expectations for children, staff, and parents to ensure everyone feels respected, supported, and able to enjoy all activities safely.

Our aim is to encourage positive behaviour through clear expectations, praise, encouragement, and consistency.

Our Behaviour Expectations

Children attending Team Clubs are expected to:

-  Treat other children and staff with kindness and respect
-  Listen carefully and follow staff instructions
-  Participate safely in activities
-  Use appropriate language at all times
-  Respect equipment, facilities, and property
-  Include others and demonstrate good sportsmanship
-  Remain within designated activity areas unless given permission by staff

We encourage children to:

-  Try new activities
-  Work together as part of a team
-  Support and encourage others
-  Take responsibility for their own behaviour

Positive Behaviour Management

At Team Clubs, we believe positive reinforcement is the most effective way to encourage good behaviour. Staff will:

-  Praise positive behaviour and effort
-  Set clear and consistent expectations
-  Encourage teamwork and inclusion
-  Support children in resolving disagreements calmly
-  Use age-appropriate language and strategies
-  Provide encouragement and guidance where needed

Staff will always aim to manage behaviour fairly, calmly, and consistently.

Unacceptable Behaviour

The following behaviours are not acceptable at Team Clubs:

-  Bullying, intimidation, or teasing
-  Physical aggression, fighting, or violence
-  Swearing or abusive language
-  Discriminatory or inappropriate comments
-  Deliberate damage to equipment or property
-  Refusal to follow safety instructions
-  Dangerous behaviour that places themselves or others at risk
-  Leaving activity areas without permission

Any behaviour that negatively impacts the safety, wellbeing, or enjoyment of others will be addressed immediately.

Managing Poor Behaviour

Where inappropriate behaviour occurs, staff will follow a clear and consistent process:

Step 1 – Reminder

The child will receive a calm verbal reminder of the expected behaviour.

Step 2 – Warning

If behaviour continues, the child will receive a formal warning and staff will explain the consequences if behaviour does not improve.

Step 3 – Time Out or Removal from Activity

The child may be temporarily removed from the activity to calm down and reflect on their behaviour under staff supervision.

Step 4 – Parent/Guardian Contact

Parents or guardians may be contacted if behaviour continues or if there is a serious incident.

Step 5 – Collection or Exclusion

In cases of serious, unsafe, or repeated behaviour, Team Clubs reserves the right to:

-  Request immediate collection of the child
-  Refuse future attendance at the club

Examples of serious behaviour may include:

-  Violence or aggressive behaviour
-  Bullying
-  Repeated unsafe behaviour
-  Serious damage to property

-  Behaviour posing a safeguarding risk

Bullying

Team Clubs has a zero-tolerance approach to bullying.

Bullying includes:

-  Physical bullying
-  Verbal bullying
-  Social exclusion
-  Online or digital bullying
-  Repeated unkind behaviour intended to upset or intimidate

All concerns regarding bullying will be taken seriously and investigated appropriately.

Special Educational Needs & Additional Needs

Team Clubs recognises that some children may require additional support with behaviour due to individual needs or circumstances.

Where appropriate, staff will:

-  Work collaboratively with parents/guardians
-  Make reasonable adjustments
-  Use supportive and inclusive behaviour strategies
-  Ensure children are treated fairly and respectfully

Physical Intervention

Staff will only use physical intervention if absolutely necessary to:

-  Prevent injury to a child or others
-  Prevent serious damage to property
-  Remove a child from immediate danger

Any incident involving physical intervention will be recorded and shared with parents/guardians.

Parent & Guardian Responsibilities

Parents/guardians are expected to:

-  Support the behaviour expectations of Team Clubs
-  Inform staff of any behavioural or additional support needs
-  Work collaboratively with Team Clubs where concerns arise
-  Ensure emergency contact details remain up to date

Staff Responsibilities

All Team Clubs staff are responsible for:

-  Promoting positive behaviour
-  Acting as positive role models
-  Managing behaviour consistently and fairly
-  Following safeguarding procedures at all times
-  Recording serious incidents appropriately

Commitment to a Positive Environment

At Team Clubs, we want every child to:

-  Feel safe
-  Feel included
-  Build confidence
-  Develop friendships
-  Enjoy being active during school holidays

We believe that by working together with children, parents, and staff, we can create a fun, respectful, and supportive environment for everyone.