**Jersey Reds (Jersey Rugby Football Club) Minis and Juniors**

**Managing Challenging Behaviour Guidance**

1. Jersey Rugby Football Club Minis and Juniors (referred to as ‘the M&Js’ herein) acknowledges its responsibility to safeguard the welfare of all children involved in the M&Js from harm.
2. There will be times when members of the paid and volunteer workforce will have to deal with children’s challenging behaviour. The RFU are currently reviewing their guidance regarding managing challenging behaviour.
3. Autism, Aspergers, Dyspraxia, ADD and ADHD are being more widely recognised and diagnosed and it is increasingly possible that clubs will have children affected by one or more amongst their players and members. It should not be seen as a bar to playing rugby and indeed competitive sports can often improve a child’s behaviour.
4. The M&Js will try and do everything possible for children with these conditions to be able to play rugby; listening to the parents and learning from their experience is an important part of this.
5. 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.
6. To assist the paid and volunteer workforce these guidelines must be followed and read in conjunction with all the M&Js’ policies and guidelines and where relevant RFU policy and guidance.
7. The guidelines are based on the following principles:

* The welfare and safety of the child/children is the paramount consideration.
* Children must never be subject to any form of treatment that is harmful, abusive, humiliating or degrading.

1. 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.
2. 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.
3. If required, additional support and advice should be obtained from either the club Safeguarding Officer or/and external agencies such as Children’s Services etc.
4. 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 M&Js activities.
5. 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.
6. 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.
7. The M&Js will 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.
8. Staff, volunteers, children, young people and parents/carers, by joining the Jersey Rugby Football Club, agree to the RFU codes of conduct. A range of sanctions will be utilised by the Club’s Disciplinary Committee which may be applied in response to unacceptable behaviour if deemed appropriate by the Committee. This may include, in some circumstances, referral to the RFU.
9. Issues of behaviour and control should regularly be discussed with staff, volunteers, parents and children in the context of rights and responsibilities. This could be done at the start of the season, in advance of a trip away on tour, or at other intervals as deemed appropriate.
10. When children are consulted and specifically asked, as a group, to draw up and agree rules that will govern their participation in club activities, experience indicates that they tend to arrive at a very sensible and working set of ‘rules’ with greater ‘buy-in’ from participants than those simply imposed by adults within the club. This strategy may be employed by the coaches as they feel appropriate.
11. In responding to challenging behaviour, the response should always be proportionate to the actions, be imposed as soon as is practicable and be fully explained to the child and their parents/carers. In dealing with children who display negative or challenging behaviours, staff and volunteers might consider the following options:

* Time out from the activity, group or individual work.
* Reparation - the act or process of making amends.
* Restitution - the act of giving something back.
* Behavioural reinforcement - rewards for good behaviour, consequences for negative behaviour.
* De-escalation of the situation - talking through with the child or walk away
* Increased supervision by staff/volunteers.
* Use of individual ‘contracts’ or agreements for their future or continued participation.
* Sanctions or consequences e.g. missing a match/training session.
* As a last resort, if a child continues to present a high level of risk or danger to him or herself, or others, he or she may have to be suspended or barred from the group or club activities i.e temporary or permanent exclusion

1. The M&Js will seek additional/specialist support through working in partnership with other agencies to ensure a child’s needs are met appropriately e.g. referral for support to Children’s Social Care, discussion with the child’s key worker if they have one, speaking to the child’s school about management strategies (all require parental consent unless the child is felt to be ‘at risk’ or ‘in need of protection’).
2. Staff and volunteers should review the needs of any child for whom sanctions are frequently necessary. This review should involve the child, parents/carers and in some cases others involved in supporting or providing services for the child and his/her family, to ensure an informed decision is made about the child’s future or continued participation.
3. Misconduct during matches may invoke the RFU disciplinary procedure. In this event the Club Safeguarding Officer should be notified, and attend any disciplinary hearings to ensure the welfare of the child/children concerned is ensured.
4. The following are **not permitted or acceptable** as a means of managing a child’s behaviour:

* Physical punishment or the threat of such.
* Refusal to speak to or interact with the child.
* Being deprived of food, water, access to changing facilities or toilets or other essential facilities.
* Verbal intimidation, ridicule or humiliation.

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|  | 20/07/21 |

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