



Congleton Amateur Swimming Club Managing Challenging Behaviour Policy & Guidelines

1. Policy

Congleton Amateur Swimming Club has a duty of care to children and young people. There may be occasions when volunteers are required to deal with a child's challenging behaviour.

CASC has a policy of promoting good practice and encouraging a proactive response to supporting children to manage their own behaviour.

Volunteers who are required to deal with challenging behaviour should follow the guidelines below, which are adapted from the ASA Wavepower Safeguarding document.

2. Guidelines

These guidelines suggest some strategies and sanctions for dealing with challenging behaviour which can be used and also identify unacceptable sanctions or interventions which must never be used by volunteers.

Every child should be supported to participate and, only in exceptional circumstances where the safety of the child or of other children cannot be maintained should a child be excluded from club activities.

a. Principles:

- The welfare of the child is paramount;
- Everyone involved with the club must be aware of the codes of conduct and how the club will respond to behaviour deemed to be unacceptable (see CASC Disciplinary Procedure);
- Children must never be subject to any form of treatment that is harmful, abusive, humiliating or degrading;
- Where a member is known to be experiencing unusual circumstances or has a known disability, including Attention Deficit Hyperactivity Disorder, and Autistic Spectrum Condition, volunteers may need some specific or additional guidance. Specific needs that the child may have should be discussed with the parents or carers and the child to ensure that an appropriate approach is agreed and additional support provided where necessary e.g. from external agencies; and
- Taking part in sport can make a significant contribution to improving the life experience and outcomes for all children and young people.

b. Acceptable and unacceptable behaviours

CASC has a set of codes of conduct (see references) that cover all the people involved with the

club. Attention is drawn to these codes on the young people's registration form which is signed by the parent / carer / guardian.

c. Managing challenging behaviour

The response to challenging behaviour should always be proportionate to the actions, be imposed as soon as is practical and be fully explained to the child and their parents / carers. The following can be considered:

- De-escalation of the situation – talking through with the child;
- Time Out from the session;
- Reparation – the act of making amends;
- Restitution – the act of giving back;
- Behavioural reinforcement - reward for good behaviour, consequences for negative behaviour;
- Increased supervision;
- Use of individual “contracts” or agreements for their future or continued participation;
- Seeking additional support, possibly from other agencies; and
- Temporary or permanent exclusion;

The following must never be used:

- Physical punishment or the threat of it;
- Refusal to speak to or interact with the child;
- Being deprived of water, access to changing rooms or toilets or other essential facilities; or
- Verbal intimidation, ridicule or humiliation.

d. Physical intervention

Where it is felt that the use of physical intervention is the only realistic recourse for the volunteer, he / she MUST involve the leisure centre staff through the duty lifeguard.

Physical intervention should only be used when it is the only means to prevent a child injuring themselves or others, or causing damage to property.

Physical contact to prevent something happening MUST always be the result of conscious decision-making, not a reaction. The volunteers MUST ask themselves, “Is this the only option in order to manage the situation and ensure safety?”

It is good practice to ensure that any physical intervention is carried out in the least restrictive way and only after all other strategies have been exhausted.

Any physical intervention MUST be recorded as soon as possible after the incident using the CASC Incident Report Form, which is part of the Child Protection Policy and Procedure. A copy MUST be

passed to the club Welfare Officer as soon as possible.

The following MUST always be considered:

- Contact should be avoided with buttocks, genitals and breasts. Volunteers should never behave in a way that could be construed as sexual;
- Any form of physical intervention should achieve an outcome that is in the best interests of child whose behaviour is of immediate concern;
- Volunteers should consider the circumstances, the risks associated with using physical intervention with not using physical intervention;
- The scale and nature of physical intervention must always be proportionate to the behaviour of the young person and the nature of the damage / harm they may cause;
- All forms of physical intervention should employ only a reasonable amount of force - the minimum needed to avert injury or damage to property – and applied for the shortest time;
- Volunteers should never employ physical interventions that are deemed to present an unreasonable risk to children or volunteers;
- Volunteers MUST never use physical intervention as a form of punishment;
- Physical intervention MUST not involve inflicting pain;
- Because a child may be left physically or emotionally hurt, and other children not involved may be concerned that the same could happen to them, a timely debrief should always take place. Volunteers, children and parents / carers should be given the opportunity to talk about what happened in a calm and safe environment; and
- There should be a discussion with the child and parents / carers about the child's needs and continued safe participation in the activity.
- Where it is considered by the club that a swimmer is too young to cope with what is required of them, or if he/she persists in unacceptable behaviour, the child will be sent home.

3. Circulation

All volunteers must read the policy and guidelines. A copy will be kept on the club website.

4. References

CASC Child Protection Policy and Procedure

CASC Codes of Conduct for: swimmers; volunteers and the management committee; parents, carers and guardians; teachers and poolside helpers; and changing room policy

CASC Disciplinary Procedure