

Behaviour Management Policy

1. Statement of Intent

At NBC Gymnastics, we aim to support all children in developing self-discipline, confidence, and respect for others within a safe, inclusive, and supportive environment.

We promote positive behaviour through encouragement, clear expectations, and consistent support. We recognise that behaviour is a form of communication and work with children to understand and manage their emotions effectively.

We work in partnership with parents and carers to support children's emotional wellbeing and behaviour.

This policy should be read in conjunction with the club's **Safeguarding and Child Protection Policy**. Any behaviour that raises safeguarding concerns will be managed and reported in line with that policy.

2. Promoting Positive Behaviour

To encourage positive behaviour, NBC Gymnastics will:

- Establish **clear, simple rules**, which are shared with all children and explained in an age-appropriate way
- Involve children, where appropriate, in agreeing and understanding rules
- Display rules visually within the training environment
- Ensure all staff and volunteers apply expectations **consistently**
- Provide positive role models through respectful, friendly, and courteous behaviour
- Actively promote and praise positive behaviours such as:
 - Kindness
 - Respect
 - Turn-taking
 - Effort and perseverance
- Ensure children receive positive attention and encouragement, not only when behaviour is challenging

3. Understanding Behaviour

We recognise that all behaviour has meaning. Staff will:

- Observe children's behaviour to understand underlying emotions or triggers
- Support children in recognising and regulating their emotions

- Use calm, supportive communication to guide behaviour
- Be aware that some behaviours may be linked to **SEND (Special Educational Needs and Disabilities)**
- Work with the club's designated SEND/Additional Needs Lead Coach to support individual children

4. Managing Inappropriate Behaviour

When inappropriate behaviour occurs, staff will respond using a consistent and supportive approach:

Step-by-step approach:

1. **Remain calm** and address the behaviour promptly
2. **Acknowledge the behaviour** and remind the child of expectations
3. **Support the child** to regulate emotions (e.g. pause, breathing, reassurance)
4. **Explain consequences clearly**, focusing on learning
5. **Follow up** with a discussion to reinforce positive choices

Children will be supported to understand:

- What behaviour was inappropriate
- Why it was not acceptable
- What they can do differently next time

At all times, it will be made clear that **it is the behaviour, not the child, that is unacceptable.**

5. Consequences

Consequences will be:

- **Proportionate**
- **Consistent**
- Focused on learning and reflection

Examples may include:

- A short, supervised pause from an activity
- Time with a coach to reflect and reset
- Adjusted participation where necessary for safety

Children will **never** be left unsupervised.

6. Serious Misbehaviour

Serious misbehaviour includes (but is not limited to):

- Bullying (including cyberbullying)
- Discriminatory or racist language
- Physical aggression
- Behaviour that puts others at risk
- Persistent disruptive behaviour

In these cases:

- The behaviour will be addressed **immediately and clearly**
- The child will be supported to understand the seriousness of their actions
- The **Welfare Officer will be informed**
- Parents/carers will be contacted
- The incident will be **recorded**

Any behaviour that raises safeguarding concerns will be managed in line with the club's safeguarding procedures.

7. Recording and Reporting

- All significant behaviour incidents will be **recorded and reported** to the Welfare Officer
- Records will be stored securely in line with **data protection requirements**
- Patterns of behaviour will be monitored to ensure appropriate support is put in place

8. Prohibited Practices

The following are **strictly prohibited**:

- Physical punishment or the threat of physical punishment
- Shouting or using a threatening tone
- Humiliating or isolating children (e.g. "naughty spot")
- Excluding children from the environment without supervision

Any breach of this policy by staff or volunteers may be treated as **gross misconduct** and could result in disciplinary action, including dismissal.

9. Equality, Diversity and Inclusion

- Staff will respect cultural differences and individual needs

- Behaviour strategies will be adapted where appropriate
- All children will be treated fairly and with dignity

10. Partnership with Parents/Carers

We believe that positive behaviour is best supported through strong partnerships with parents/carers.

Parents/carers are expected to:

- Support the club's behaviour expectations
- Work collaboratively with staff where concerns arise
- Communicate any relevant information that may impact a child's behaviour

11. Staff Responsibilities

All staff and volunteers are required to:

- Follow this policy at all times
- Apply behaviour expectations consistently
- Act as positive role models
- Report and record incidents appropriately
- Seek support where needed

12. Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Anti-Bullying Policy
- SEND Policy
- Physical Intervention/Restraint Policy

13. Policy Review

This policy will be reviewed annually or sooner if required.

Version	Date Approved	Approved By	Next Review
1.0	03/08/2021	Louise Combella - Manager	Aug 2022

Version	Date Approved	Approved By	Next Review
1.0	10/08/2022	Louise Combellack – Manager	Aug 2023
1.0	01/06/2023	Louise Combellack – Manager	June 2024
1.0	06/06/2024	Louise Combellack – Manager	June 2025
1.0	10/06/2025	Louise Combellack – Manager	June 2026

Version	Date Approved	Summary of Changes
2.0	10/04/2026	<i>Tied up to safeguarding and child protection policies</i> <i>Clarification made regarding reporting incidents</i> <i>Clarification of what construes serious misbehaviour to avoid inconsistent interpretation by staff</i> <i>Adjustments made to staff and parent expectations</i> <i>Consequences for misbehaviour explained</i> <i>Inclusion of a step-by-step framework for staff</i>

Signed: Louise Combellack Senior Manager Date: 10/04/2026

Appendix A – Quick reference guide for staff

NBC Gymnastics – Behaviour Management Quick Guide (Staff)

Our Approach

- Be **calm, positive, and consistent**
- Focus on **encouraging good behaviour**
- Remember: behaviour is **communication**
- Always separate the **child from the behaviour**

Promote Positive Behaviour

- Praise effort, kindness, and respect
- Model good manners (“please”, “thank you”)
- Remind children of **clear, simple rules**
- Give attention for **positive behaviour**

If Behaviour Becomes Challenging

Follow these steps:

1. Stay calm
2. Remind the child of the rule
3. Support them to calm down (pause, breathing, reassurance)
4. Explain what needs to change
5. Follow up with a short discussion

- ✓ Keep language simple and supportive
- ✓ Be consistent

Use Appropriate Consequences

- Short, supervised pause from activity
- Time with coach to reset
- Adjust activity if needed for safety

- Always focus on learning, not punishment
- Never leave a child unsupervised

Serious Behaviour (Report Immediately)

Includes:

- Bullying
- Racist or discriminatory language
- Physical aggression
- Unsafe behaviour

You must:

- Inform the **Welfare Officer**
- Record the incident
- Inform parents/carers (via Welfare Officer/lead staff)

Never Do

- Shout or threaten
- Use physical punishment
- Humiliate (e.g. “naughty spot”)
- Send a child out alone

Remember

- Some behaviour may be linked to **SEND or emotional needs**
- Ask for support if unsure
- Consistency = security for children

Work with Parents

- Be open and supportive
- Share concerns early
- Work together

Safeguarding First

If behaviour raises a safeguarding concern:

- Follow the **Safeguarding Policy immediately**



When in doubt: Stay calm, be kind, and ask for support.