



*Be part of our family*

**The Albion Foundation**  
**Player Behaviour and Conduct Policy**

**October 2021**

## Behaviour and Conduct Policy

### Objectives of this policy:

- All Trustees, coaches, players and parents/carers should have an understanding of what bullying/racism/violence at camps/centres are not acceptable.
- All Trustees, and coaches should know what the TAF policy is on bullying, racism, violence and what they should do if this arises.
- At TAF we take these issues seriously. Players and parents/carers should be assured that they will be supported when an incident is reported.
- Bullying/racism/violence/repeated poor behaviour will not be tolerated.

During their time on The Albion Foundation's (TAF) activities each player will be supported by staff to get the most out of their experience with us. Each player is expected to follow the standards, detailed below, which will be reinforced throughout their time on TAF's activities.

1. I will have a positive attitude during the sessions
2. I will follow instructions from coaches during the session
3. I will avoid distractions (other players) during sessions
4. I will listen to coaches and others when they are speaking
5. I will try my best to work towards the aim of the session
6. I will respect the equipment provided
7. I will use appropriate language and not swear during sessions
8. I will be respectful to staff and others during the session

| Examples of Positive Behaviour  | Examples of Negative Behaviour  |
|---|---|
| <ul style="list-style-type: none"><li>• Respect for others</li><li>• Contributing to lessons</li><li>• Learning from past mistakes</li><li>• Positive relationships with others</li><li>• Following instructions</li><li>• Listening to others</li><li>• Having a positive attitude</li></ul> | <ul style="list-style-type: none"><li>• Swearing</li><li>• Disrespect</li><li>• Refusal to follow instructions</li><li>• Intentionally distracting others</li><li>• Damaging the property of others</li><li>• Physical violence towards others</li><li>• Bullying</li></ul> |

### Rewarding Incidents of Positive Behaviour

Pupils will be rewarded for displaying positive behaviour by staff in the group through our 'Star of the week' or end of the week/season awards (where applicable).

Staff will implement the reward scheme below to ensure all players are suitably rewarded for displaying positive behaviour:

- Verbal praise
- Spot prizes
- Feedback to parents/carers

### Sanctions for Incidents of Negative Behaviour

Negative behaviour will be dealt with by lead staff in the group through the reinforcement and expected standards listed above.

Lead staff for each group have the authority to apply the sanctions below to ensure all pupils have the best possible opportunity to succeed.

|   |   |
|---|---|
| <p><b><u>Stage 1</u></b><br/> <i>Causing a distraction Refusal to follow instructions Negative attitude Disrespect</i></p>  | <ul style="list-style-type: none"> <li>• Spoken to by lead member of staff.</li> <li>• Reminded of the centre and camp standards.</li> <li>• Asked to move within the centre or camp.</li> <li>• Asked to leave the active session to 'Cool Down'.</li> <li>• Phone call home/Speak to parents.</li> </ul>  |
| <p><b><u>Stage 2</u></b><br/> <i>Any behaviour that has not improved following above interventions Damaging the property of others Bullying/Racist/Violence</i></p>           | <ul style="list-style-type: none"> <li>• Moved into another group (if appropriate).</li> <li>• Spoken to by a senior member of staff.</li> <li>• Sent home for the remainder of the day/rest of the session.</li> <li>• Meeting with parents/carers.</li> <li>• Temporary exclusion from the rest of camp/centre followed by a meeting (If necessary).</li> </ul> |
| <p><b><u>Stage 3</u></b><br/> <i>Any behaviour that has not improved following above interventions Physical violence towards others Repeated Bullying/Racist/Violence</i></p> | <ul style="list-style-type: none"> <li>• Physical Restraint (this will only be implemented if the player, staff member or other players are at risk).</li> <li>• Exclusion from the camp / centre.</li> <li>• Police intervention (If appropriate).</li> <li>• Exclusion meeting with parents (If needed).</li> </ul>   |

Players maybe asked not to return to The Albion Foundation Centre or Camp and may be enforced after all stages of above have been followed or if there is a serious incident of violence or actions that put the safety of themselves or others at risk.

When ending a centre/camp, the lead member of staff for the centre or camp will speak directly to the named contact designated to the child and explain the reasons for the decision. This will be decided case by case and in certain circumstances a meeting may need to take place to investigate further.

## Preventing Bullying/Racism/Violence and Poor Behaviour

### **Statement of Intent**

We are committed to providing a nurturing, supporting, welcoming and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. These incidents of any kind at The Albion Foundation Camps/Centres are unacceptable. If these incidents do occur, all players should be able to as well as feel confident and comfortable to disclose this to staff and know that incidents will be dealt with promptly and effectively.

### **What is bullying?**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It can often be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying can be:

- physical violence
- threatening behaviour
- verbal abuse
- teasing
- humiliation
- embarrassment
- name calling
- comments about family
- comments about appearance / physique
- comments about ethnicity / religion
- intentional damage to possessions
- psychological bullying
- use of technology to assist in any of the above such as texting, email or photographs

### **Consideration of Bullying**

During their time at Foundation activities, players may have disagreements with their peers and experience breakdowns in friendship groups. In these situations, players can feel upset and hurt.

However, we would not consider this bullying. In order to be considered bullying, the behaviour must be aggressive and include:

**An imbalance of power:** Players who bully use their power – such as physical strength, access to embarrassing information, or popularity – to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

**Repetition:** Bullying behaviours happen more than once or have the potential to happen more than once.

## **What is Racism?**

Racism is where someone thinks another is inferior because of their colour, ethnicity, nationality or race. This can result in them treating that person differently or unfairly, this is called racial discrimination.

Racism and racist bullying can include:

- Being called racist names or being sent insulting messages or threats
- Having your belongings damaged or having to see racist graffiti
- Personal attacks, including violence or assault
- Being left out, treated differently or excluded
- People making assumptions about you because of your colour, race or culture
- Being made to feel like you have to change how you look
- Racist jokes, including jokes about your colour, nationality race or culture.

Racism can affect anyone. It can make you feel like you're not important or don't fit in. You might feel upset, depressed or angry. You can be affected by it even when it's not aimed at you, for example if you hear someone discriminating against someone's culture.

## **Why is it important to respond to these incidents?**

Bullying/racism/violence hurts. No one deserves to be a victim of these incidents. Everybody has the right to be treated with respect. Players who are bullying/racist/violent/behave poorly need to learn different ways of behaving. These players also need support and it is our duty to determine why they are behaving as they are and support them with overcoming and ultimately changing this behaviour.

The Albion Foundation has a responsibility to respond promptly and effectively to issues of bullying/racism/violence/repeated poor behaviour.

## **Procedures**

1. Report incidents of bullying/racism/violence to staff
2. In cases of bullying/racism/violence, the incidents will be recorded by staff
3. In serious cases parents/carers should be informed and will be asked to come into a meeting to discuss the problem
4. If necessary and appropriate police will be consulted
5. The bullying/violent behaviour/racism or threats of bullying/violence must be investigated
6. Attempts must be made to help the bully/player change their behaviour

## **Outcomes**

1. If appropriate and genuine the bully/player may be encouraged to apologise, and the players will be reconciled.
2. Other consequences will be considered depending on severity.
3. In serious cases players may be asked not to return to future Albion Foundation activities.
4. After incidents have been dealt with, cases will be reflected upon and discussed by staff with a view to prevent repetition

## **Prevention**

We will use the following methods to endeavour to prevent bullying, poor behaviour and serious incidents:

- Clearly explain that the above actions are not acceptable at point of induction on first day of camp.
- Parents/carers will be sent/shown this policy in advance to make sure them and the child is aware of the consequences.
- Ensure staff are equipped with information and support (see below) regarding bullying.

**Help organisations:**

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE

Parents Helpline 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Further advice, guidance and support [www.kidscape.org.uk](http://www.kidscape.org.uk)

**Contact Details:**

The Albion Foundation, Ford Street, Smethwick, B67 7QY

0871 271 240

[hr@albionfoundation.co.uk](mailto:hr@albionfoundation.co.uk) or [safeguarding@albionfoundation.co.uk](mailto:safeguarding@albionfoundation.co.uk)

For further policies and procedures, please visit <https://www.wba.co.uk/news/safeguarding>