



CHALLENGING BEHAVIOUR POLICY

Bracknell Town Football Club is committed to fostering a positive and respectful environment for all participants. We recognize that addressing challenging behavior is essential to maintaining the integrity and enjoyment of the game. This policy outlines our approach to managing such behaviors effectively and constructively.

Definition of Challenging Behavior

Challenging behavior refers to actions that disrupt the safe and respectful atmosphere of the club. This can include, but is not limited to:

- **Physical Aggression:** Hitting, kicking, or any form of physical violence.
- **Verbal Abuse:** Shouting, swearing, or using derogatory language.
- **Non-compliance:** Deliberate refusal to follow instructions or adhere to club rules.
- **Bullying:** Any form of intimidation or harassment, whether physical, verbal, or cyber.

Preventative Measures

To minimize the occurrence of challenging behavior, we will:

1. **Set Clear Expectations:** Establish and communicate a code of conduct that outlines acceptable behaviors and consequences for violations.
2. **Positive Reinforcement:** Recognize and reward good behavior to encourage a culture of respect and cooperation.
3. **Engaging Sessions:** Design training sessions that are interactive and inclusive, reducing opportunities for disruptive behavior.
4. **Consistent Routines:** Implement structured routines to provide stability and predictability for all participants.

Intervention Strategies

When challenging behavior occurs, the following steps will be taken:

1. **Immediate Response:** Address the behavior promptly and calmly, explaining why it is unacceptable.
2. **Reflection Time:** Allow the individual time to reflect on their actions away from the group, if necessary.
3. **Discussion:** Engage in a constructive conversation to understand the root cause of the behavior and collaboratively develop strategies to prevent recurrence.
4. **Parental/Guardian Involvement:** Inform parents or guardians of the behavior and the steps taken, seeking their support in reinforcing positive behavior.



Support for Individuals

Recognizing that challenging behavior may stem from underlying issues, we will:

- **Individualized Plans:** Develop tailored behavior management plans for individuals exhibiting persistent challenging behaviors.
- **Collaboration with Professionals:** Work with educators, counselors, or other professionals to provide comprehensive support.
- **Ongoing Monitoring:** Regularly assess the effectiveness of intervention strategies and make necessary adjustments.

Unacceptable Disciplinary Measures

The following actions are strictly prohibited as responses to challenging behavior:

- **Physical Punishment:** Any form of corporal punishment.
- **Deprivation:** Withholding essential needs such as food, water, or rest.
- **Public Humiliation:** Actions intended to shame or embarrass an individual publicly.

Review and Continuous Improvement

This policy will be reviewed annually to ensure its effectiveness. Feedback from participants, coaches, and parents/guardians will be considered to make necessary improvements. By implementing this policy, Bracknell Town Football Club aims to create a supportive environment where all members can enjoy football while developing respect, discipline, and teamwork.