

SACRED HEART
SPORTS CLUB
MOSMAN

BEHAVIOUR
MANAGEMENT
PROTOCOLS



Sacred Heart Sports Club Mosman Behaviour Management Protocols

Sacred Heart Sports Club Mosman (Sports Club) aims to foster teamwork, sportsmanship, positive attitudes and a sense of community. Most of all, the club aims to provide children with fun times and develop self-esteem.

The Sports Club maintains that player welfare and safety is of utmost importance. We strive to create a positive, safe and friendly playing environment for all players.

The Sports Club Charter sets out expectations for behaviours and code of conduct for players, parents, coaches and all volunteers. The agreed club behaviours are:

1. Maintain high levels of encouragement
2. Communicate and support through participation
3. Encourage a can-do innovative, positive, attitude
4. Support positive communication and behaviour
5. Support development of fun culture
6. Support the development of team values and team spirit

The purpose of this behaviour management protocol is to outline the procedures for discouraging and managing inappropriate behaviour.

Procedures for discouraging inappropriate behaviours and decision making

We believe in respecting the dignity, rights and fundamental freedom of individual players, and at the same time we are focused on the effective management of the club for the benefit of all.

Coaches, managers and volunteers are encouraged to remember the dignity of players when responding to inappropriate behaviour. When discouraging or correcting player behaviours, coaches and volunteers are encouraged to stay calm and use the least intrusive methods possible.

Minor inappropriate behaviour

Minor inappropriate behaviours are recognised as any of the below behaviours that do not meet the club's expectations.

- Off task behaviours: Not engaging in training or practice, avoidance, calling out, wandering around the playing area
- Disruption: Low intensity but inappropriate interruption to games or training
- Inappropriate language: Low intensity use of inappropriate language
- Physical contact: Non-serious but inappropriate physical contact
- Defiance and disrespect: Brief or low intensity failure to respond to requests from coaches, managers or volunteers
- Dress code: Player wears clothing that does not meet club requirements
- Repeated or sustained incidents of arriving late to games or training
- Property misuse: Low intensity misuse of club or personal property

fun times, development of self-esteem, understanding of teamwork and a sense of community

Minor inappropriate behaviour can be discouraged by:

- A calm, slow voice to Remind, Redirect, Remove:
 - Remind player of expectations
 - Redirect to instructions or expectations
 - Remove distractions or other obstacles
- Coach, manager or volunteer proximity to player
- Focus on and acknowledge the behavioural expectations
- Attention seeking signal or system
- 5 L's for listening (Look, Listen, Lips (closed), (hands in) Lap, Legs (crossed and sitting)
- 2 positive and 1 constructive behaviours highlighted
- Team gathering together to solve problems
- Check in strategy to regain focus
- Humour, lesson breaks, music
- Highlight effort
- Calming strategies after play

Major inappropriate and non-negotiable behaviour

Major inappropriate behaviours, including non-negotiable behaviours, are defined as deliberate actions that are offensive and/or dangerous to the physical and/or emotional wellbeing of others. The consistent and repeated occurrence of minor behaviours may be considered as major if they continue after the management responses outlined above have been implemented.

- Sustained or intense disruption of game, practice or training
- Bullying
- Physical Aggression: Serious physical contact where injury may occur/has occurred
- Abusive language: Verbal aggression such as swearing, name calling or threats
- Defiance and disrespect: Repeated refusal to follow reasonable requests/directions
- Theft: Taking property belonging to someone else
- Property damage: Vandalism, substantial destruction or disfigurement of property
- Any other inappropriate behaviour that is potentially harmful, or has caused harm to self or others

Managing major inappropriate and non-negotiable behaviours

Supervised time outs should be used in the first instance. A time out is described as 'time away from reinforcement.' For example, if the behaviour is seeking or gaining attention, the use of time out is effective in removing the reinforcement of 'attention' for the inappropriate behaviours. The time frame should be appropriate.

A 'short time out' is recommended for sustained or repeated minor inappropriate behaviours. A short time out is expected to consist of removal from the playing area for a period of 5 minutes or less.

A 'long time out' is recommended for major and non-negotiable behaviours. A long time out is expected to consist of removal from the game, practice or training for a period longer than 5 minutes.

Time outs can take place:

- On the sidelines with a coach, manager or volunteer, or a supervised audience viewing area
- In the care of the player's parent
- Other supervised areas at the game, practice or training

Repeated major inappropriate or non-negotiable behaviours at training or at games may result in suspension from the team or de-registration from the club. The Sports Club will not provide refunds to a player suspended or de-registered under this protocol.

Roles and responsibilities

Players are responsible for following the agreed club behaviours and code of conduct outlined in the Sports Club Charter. This includes:

- Playing by the rules
- Showing respect to officials, coaches, managers, volunteers, team mates and opposing players
- Displaying modesty in victory and graciousness in defeat
- Respecting the rights, dignity and worth of all participants
- Thanking the opposition and officials at the end of every games

Parents including coaches, managers and other volunteers are responsible for following the agreed club behaviours and code of conduct outlined in the Sports Club Charter. This includes:

- Agreeing to the terms and conditions outlined in the charter
- Helping their children understand and implement the agreed club behaviours
- Encouraging their child to play within the rules and respect officials' and coaches' decisions – no matter what
- Never ridiculing or yelling at players for making a mistake or misbehaving
- Supporting coaches, parent volunteers, officials and Sports Club sports coordinators implement club protocols
- Respecting the rights, dignity and worth of all people involved in the game, regardless of their gender, ability or cultural background.

In addition:

- Coaches employed by the Sports Club are responsible for reporting any incidents to the relevant coordinator as soon as possible, and within 24 hours of the incident occurring.
- Any manager that is present at training or game when an incident occurs should offer support to the coach (if present) or stand in for the coach (if absent).

The Sports Club basketball, football and netball coordinators are responsible for contacting parents following an incident. The coordinators are to meet with the Sports Club President if they determine suspension or deregistration of a member may be warranted.

The Sports Club President is responsible for:

- Resolving disputes
- Maintaining a database of non-negotiable or other serious incidents
- Working with coordinators to determine if a player should be suspended or deregistered.

FLOWCHART FOR MANAGING REPEATED MINOR INAPPROPRIATE BEHAVIOUR

Remind player of expected behaviour
Remove player from situation or trigger
Re-teach expected behaviours
Redirect player back to expected behaviours



Short time out (Less than 5 minutes)



Parent/guardian is not present

Player is excluded for a short period of time (less than 5 minutes) near the playing or training area and remains under the supervision of the coach or manager.

Once the time out is complete, the player returns to their game or training with a reminder of expected behaviour.

Parent/guardian is present

Player is excluded for a short period of time (less than 5 minutes) away from the playing or training area and remains in the supervision of the parent or guardian.

Once the time out is complete, the player returns to their game or training with a reminder of expected behaviour.



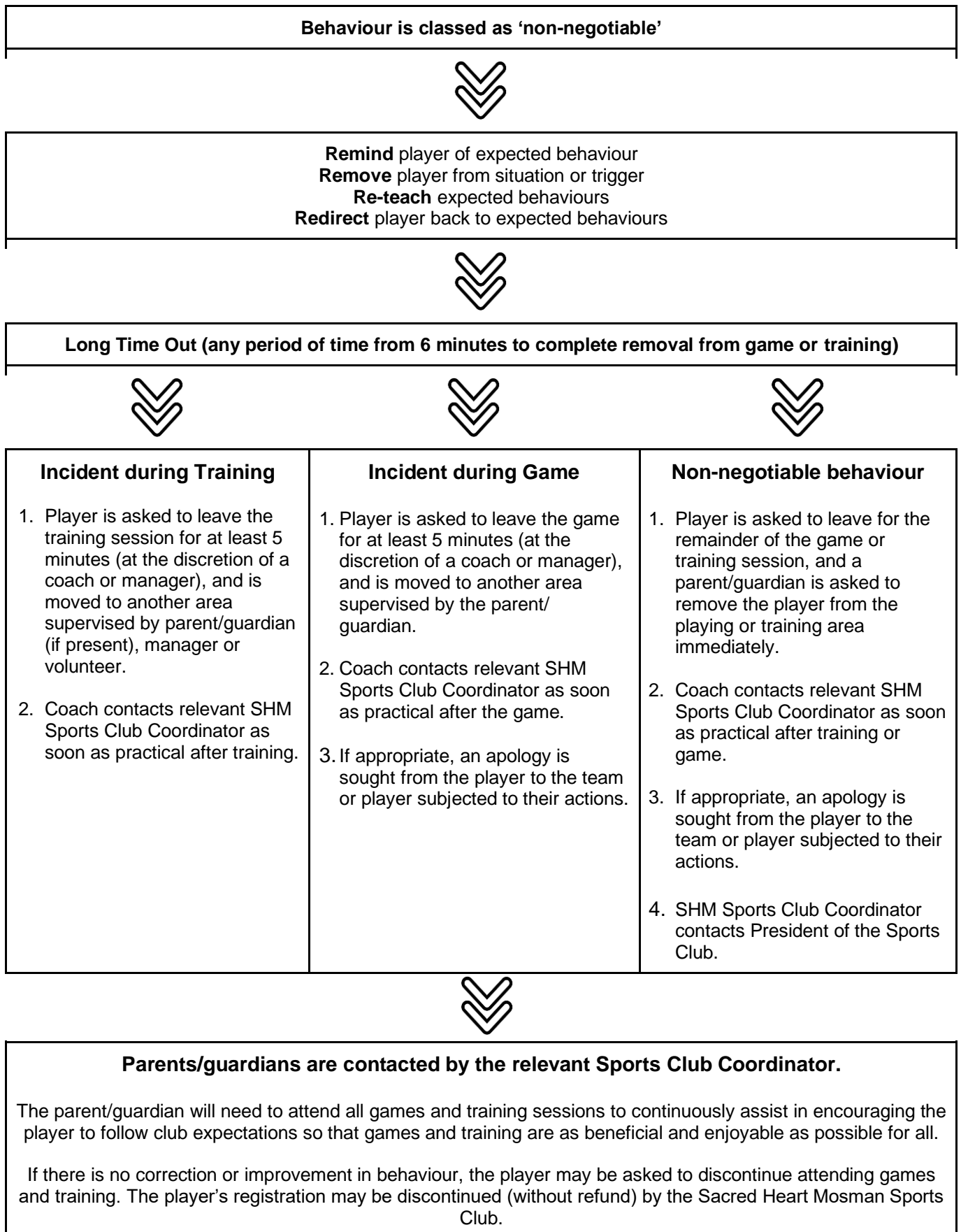
Parents or guardians are contacted by the relevant SHM Sports Club Coordinator

The parent or guardian will need to attend the next game or training session to assist in encouraging the player in following club expectations so that games and training are as beneficial and enjoyable as possible for all.

The parent or guardian will need to continue attending games or training sessions until an improvement in behaviour is witnessed by the coach or manager.

A player may be suspended from attending games and training if a parent or guardian is unable to attend training and games.

FLOWCHART FOR MANAGING MAJOR AND NON-NEGOTIABLE BEHAVIOURS



fun times, development of self-esteem, understanding of teamwork and a sense of community