

Tewkesbury Junior Anglers

Tewkesbury Junior Anglers (TJA) Behaviour Management Policy & Codes of Conduct

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1. Introduction and Policy Statement

Tewkesbury Junior Anglers (TJA) is committed to providing a safe, positive, enjoyable, and respectful environment for everyone involved in our activities. We believe that good behaviour, sportsmanship, and mutual respect are essential for learning and enjoyment in angling. This policy outlines the standards of behaviour expected from all participants, parents/guardians, and volunteers, and the approach TJA will take to manage behaviour constructively and fairly. This policy is underpinned by our commitment to safeguarding and promoting the welfare of children and young people.

2. Purpose and Scope

The purpose of this policy is to:

- Set clear expectations for behaviour for everyone involved with TJA.
- Provide a framework for promoting positive behaviour and managing challenging behaviour consistently.
- Ensure a safe, welcoming, and inclusive atmosphere at all TJA activities.
- Outline the training and development provided to volunteers regarding behaviour management.

This policy applies to all TJA participants (children and young people), their parents/guardians, committee members, coaches, and volunteers during any TJA organised activity, event, or communication.

3. Code of Conduct for Participants (Children/Young People)

We expect all junior members participating in TJA activities to:

- Be respectful towards coaches, volunteers, other participants, and members of the public.
- Listen to and follow instructions from coaches/volunteers, especially regarding safety.
- Handle fishing tackle and TJA equipment with care and respect.
- Show respect for the environment: do not litter, minimise noise, handle fish carefully and return them safely as instructed.
- Practice good sportsmanship: be fair, honest, and gracious whether winning or losing.
- Never bully, intimidate, discriminate against, or intentionally harm anyone in any way (physically, verbally, or emotionally).

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- Use appropriate language – no swearing or offensive remarks.
- Report any concerns about behaviour (their own or others') or safety to a TJA coach/volunteer.
- Participate safely and consider the safety of others.

4. Code of Conduct for Volunteers/Coaches/Committee Members

All TJA volunteers, coaches, and committee members are expected to:

- Act as positive role models, demonstrating respect, fairness, and good sportsmanship.
- Treat everyone (participants, parents, other volunteers) with dignity, respect, courtesy, and fairness, regardless of age, gender, ability, background, or any other characteristic.
- Adhere strictly to all TJA policies, particularly the Safeguarding and Child Protection Policy, Exploitation Policy, and Safer Recruitment Policy.
- Prioritise the welfare and safety of participants at all times.
- Promote fair play and participation over winning.
- Use positive reinforcement and encouragement to motivate participants.
- Communicate respectfully and clearly with participants, parents, and other volunteers.
- Maintain appropriate professional boundaries and avoid favouritism.
- Respect the confidentiality of sensitive information, except where safeguarding procedures require disclosure.
- Refrain from smoking, vaping, consuming alcohol, or being under the influence of non-prescribed drugs immediately before or during TJA activities involving children.
- Never use physical punishment, humiliation, or abusive/inappropriate language.
- Address behavioural concerns calmly, fairly, and consistently, following the Behaviour Management Strategy (Section 6).
- Report any breaches of conduct (their own or others') or safeguarding concerns to the Committee Chair or Named Safeguarding Lead (Christopher Birch).

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5. Code of Conduct for Parents/Guardians

We ask parents and guardians supporting TJA participants to:

- Encourage their child's participation and effort, focusing on enjoyment and skill development.
- Respect the decisions and instructions of TJA coaches and volunteers.
- Show appreciation for the volunteers who run TJA activities.
- Adhere to TJA policies and encourage their child to follow the Participant Code of Conduct.
- Ensure their child arrives on time for sessions/events, appropriately dressed and equipped (where applicable).
- Communicate any relevant information about their child (e.g., medical conditions, behavioural needs, absences) to the organisers in advance.
- Refrain from using abusive, insulting, or offensive language or behaviour towards anyone involved in TJA activities.
- Avoid undermining coaches or volunteers; raise any concerns constructively and privately through the appropriate channels (Lead Coach, Committee Chair, or Safeguarding Lead).
- Do not force a child to participate if they are genuinely unwilling.
- Support TJA's commitment to safeguarding and report any concerns.

6. Behaviour Management Strategy (for Participants)

TJA aims to manage behaviour positively and constructively. Our approach involves:

- **Prevention:** Clearly communicating expectations, providing engaging activities, and using positive reinforcement (praise, encouragement).
- **Early Intervention:** Addressing minor issues promptly and calmly. Using de-escalation techniques where appropriate.
- **Stepped Approach:** For unacceptable behaviour that persists or is more serious, TJA volunteers will use a fair and consistent stepped approach:
- **Verbal Reminder:** Clearly and calmly explain why the behaviour is unacceptable and what is expected instead.
- **Formal Warning:** If the behaviour continues, issue a formal warning, potentially involving a brief 'time out' away from the immediate activity but still under supervision.
- **Discussion:** Talk with the participant (and potentially parent/guardian later) about the behaviour and consequences. Agree on future expectations.
- **Sanctions:** For repeated or serious incidents (e.g., endangering self/others, persistent bullying), sanctions may be applied after discussion with the Lead Coach/Safeguarding Lead/Chair. This could include missing part of a session,

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exclusion from the next session, or in severe cases, suspension of membership. Parents/guardians will always be informed if formal sanctions are applied.

- Recording: Significant behavioural incidents and actions taken will be recorded factually and confidentially (managed by Lead Coach/Safeguarding Lead).
- Considering Underlying Needs: Volunteers will be mindful that behaviour can indicate underlying issues (e.g., special educational needs, safeguarding concerns, distress). Any such concerns will be discussed with the Named Safeguarding Lead (Christopher Birch) to ensure appropriate support or referral according to the Safeguarding Policy.
- Prohibition: Physical punishment, aggressive handling, humiliation, or shouting will never be used.

7. Dealing with Breaches of Code of Conduct (Volunteers/Parents)

- Concerns regarding breaches of the Code of Conduct by volunteers or parents/guardians should be raised with the TJA Committee Chair or Named Safeguarding Lead (Christopher Birch).
- Minor issues may be resolved through informal discussion.
- More serious or repeated breaches may require investigation by the TJA Committee, following established procedures (which may include warnings, required training, suspension, or removal from role/membership). Allegations related to safeguarding will always be handled according to the Safeguarding Policy, potentially involving the LADO.

8. Training and Development (Behaviour Management & Code of Conduct)

TJA is committed to supporting its volunteers in promoting positive behaviour and managing challenges effectively.

- 8.1 Aims and Objectives:
 - To ensure all volunteers understand, commit to, and model the TJA Codes of Conduct.
 - To equip volunteers with the knowledge and confidence to implement the Behaviour Management Strategy consistently and fairly.
 - To enhance volunteers' skills in positive communication, de-escalation, and setting clear boundaries.
 - To reinforce the understanding of how behaviour can link to well-being and potential safeguarding concerns, and the importance of reporting these.
- 8.2 Identifying Training and Development Needs: Needs are identified through:
 - Regular communication and support sessions between volunteers and committee members/lead coaches.
 - Feedback received from participants, parents, or other volunteers.

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- Analysis of behavioural incidents reported.
- Volunteer self-reflection, requests, or identified areas for growth during probationary reviews or ongoing support.
- Updates to best practice guidance in behaviour management or safeguarding.
- 8.3 Induction Training:
 - All new volunteers joining TJA will receive induction training that specifically covers this Behaviour Management Policy and the Codes of Conduct.
 - Content includes: TJA's ethos regarding positive behaviour, detailed explanation of the Codes of Conduct (Participants, Volunteers, Parents), overview of the Behaviour Management Strategy (stepped approach), basic positive reinforcement techniques, importance of consistency, and clear instructions on reporting procedures for both behavioural and safeguarding concerns.
- 8.4 Continued Development for Volunteers:
 - TJA encourages and supports ongoing learning and development for its volunteers in behaviour management.
 - Opportunities may include (subject to TJA resources and volunteer roles/needs):
 - Internal workshops or discussion sessions led by experienced volunteers or committee members.
 - Sharing best practices and scenario discussions during volunteer meetings.
 - Mentoring opportunities with more experienced coaches/volunteers.
 - Signposting to relevant external training courses or resources (e.g., from Angling Trust, UK Coaching, NSPCC, Local Authority).
 - Specific briefings on topics such as managing conflict, de-escalation techniques, or understanding specific needs (e.g., ADHD, Autism Spectrum Conditions) if relevant to the participant group.
 - Records of significant training undertaken by volunteers will be maintained where appropriate.

9. Policy Review

This Behaviour Management Policy and Codes of Conduct will be reviewed annually by the TJA Committee, alongside other key policies, or sooner if required due to incidents or changes in guidance.