



Behaviour Policy

Oxford United Football Club believe that children and adults flourish best in an structured environment in which everyone knows what is expected of them and children and students are free to train, work and perform without fear of being hurt or disturbed by others.

Oxford United Football Club aim to provide an environment in which self-discipline and self-esteem, can be nurtured in an atmosphere of mutual respect and encouragement.

In order to achieve this, Oxford United Football Club will adhere to the following guidelines:

- All adults will try to provide a positive role model with regard to friendliness, care and courtesy and to offer strategies for handling any conflict.
- Rules governing the conduct of children and students are discussed and agreed with children and students at the club and explained to all newcomers, both children and adults.
- Staff ensure that the rules are applied consistently, so that children and students have the security of knowing what to expect and can build up useful habits of behaviour.
- Good behaviour is praised.
- Staff will actively try to avoid attention seeking through undesirable behaviour.

Unacceptable Behaviour -

- Anyone behaving in an unacceptable way will be given one-to-one adult support in seeing what was wrong and how to cope more appropriately. If appropriate this might include a period of "time out".
- Disapproval should always be made clear of the unacceptable behavior and not of the person.
- Physical restraint is only used to prevent physical injury to children or adults and/or serious damage to property. Any significant event of this sort is recorded and the parent will be informed on the same day.
- In cases of serious misbehaviour, such as racial or other abuse such as bullying, the unacceptability of the behaviour and attitudes is made clear immediately, but by means of explanations rather than personal blame.
- Behaviour problems will be dealt with in an appropriate way with respect to the child's/student's understanding and maturity.
- The imposition of formal disciplinary measures – a sanction – should only be considered after other approaches have proved ineffective. A warning that a specific sanction will be imposed if behaviour does not improve. If a sanction is deemed necessary it should be clear and appropriate to the behaviour. The child and parents/guardian should be informed of why the sanction is imposed.

- Discussion with the Lead Phase Coach or Academy Manager, Football in the Community Officer; as appropriate and the Child Protection Officer may be advisable before the imposition of sanctions.

Process is if someone breaches Unacceptable Behaviour -

- Verbal warning
- Followed by a written warning
- Then exclusion

Before each meeting you will be written to with details of the matter under investigation and any supporting evidence. You will have the right to be accompanied by a colleague or peer and if a sanction is given you will have the right to appeal. All details will be given at the time.

On No account will children/students be -

- Sent out of the room/playing area by themselves.
- Subject to threatening physical punishment such as smacking or shaking.
- Singled out or humiliated.
- Shouted at or have voices raised in a threatening way.

In addition to the existing policy, during the period of Return to Play from COVID-19 the Football Club and Academy have made a number of additions to our welfare, operational and safeguarding procedures. These include, but are not limited too:

- **Logistical process for social distancing at the Training Ground.**
- **Small group training in Phase 1 and Phase 2**
- **Weekly welfare and safeguarding meetings with specific COVID-19 allocated staff**
- **Additional risk assessment planning for all Academy operations**
- **Regular contact between Academy COVID-19 Officer (DH) and Club COVID-19 Officer (NMc)**