# **Behaviour Policy**

Rossendale Drum Majorettes uses effective behaviour management strategies to promote the welfare, learning and enjoyment of everyone attending the group. Working in partnership with parents, guardians, and carers, we aim to manage behaviour using clear, consistent and positive strategies. We aim to teach our young people to behave in socially acceptable ways and to understand the needs and rights of others.

The group’s designated committee members responsible for behaviour management are Simon Creasey (Director) Catrina Nuttall, Emma Mainwaring and Jeanette Farnworth. (Senior Committee Team)

**Whilst at Rossendale Drum Majorettes we expect members to:**

* Conduct themselves in a socially acceptable behaviour – i.e. have good manners (no swearing, bad or offensive language) which does not compromise the safety and welfare or reputation of RDM and its members;
* Comply with the group rules and policies and procedures complied by the committee members;
* Respect one another, accepting differences of race, gender, ability, age and religion;
* Develop their life skills by role modelling and respecting each other’s personal beliefs and opinions;
* Ask for help if needed; and/or
* Enjoy their time whilst participating in the group at training and events.

**Positive behaviour at Rossendale Drum Majorettes is encouraged by:**

* Senior members and the committee/trainers/volunteers acting as positive role models;
* Praising appropriate good behaviour;
* Informing parents about individual achievements;
* Certificates for exceptional accomplishments; and/or
* Offering a variety of fun team building opportunities to meet the needs of the group’s members attending the group.

It is inevitable that as young people/member of all gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy develop and learn. There are times when they need support and guidance to understand that their behaviour is not acceptable. Committee management at the group will try to:

* Determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring;
* Deal with inappropriate behaviour;
* Challenging behaviour (physical and verbal) will be addressed in a calm, firm, and positive manner;
* In the first instance, the young person/member will be temporarily removed from the activity by two senior Committee Members;
* Committee Member will discuss why the behaviour displayed is deemed inappropriate and consequences of failure to comply to the groups code of conduct/policies and procedures;
* Committee Member will give the young person/member an opportunity to explain their behaviour, to help prevent a recurrence;
* Committee Member will encourage and facilitate mediation between members to try to resolve conflicts through discussion and negotiation;
* If the inappropriate behaviour appears to be as a result of boredom, Committee Member will consult with the member to find activities that more fully engage them;
* Committee member will consult with parents, guardians, or carers of young person/members to formulate clear strategies for dealing with persistent inappropriate behaviour; and/or
* We will not threaten any punishment that could adversely affect a young person/member’s well-being (e.g. withdrawal of public events/awards or achievements).

If after consultation with parents, guardians or carers and the implementation of behaviour management strategies, a young person continues to display inappropriate behaviour, the committee may decide to exclude the young person in accordance with our behaviour policy. The reasons and processes involved will be clearly explained to the young person.

* Committee Members will **never** use Physical intervention with a young person.
* The incident will be discussed with the parent, guardian, or carer as soon as possible.
* If Committee members are not confident about their ability to contain a situation, they should call the Director or, in extreme cases; the Police.
* All serious incidents will be recorded on an Incident record and kept on file for future evidence if required.
* If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our Safeguarding policy.

# Corporal punishment

Corporal punishment or the threat of corporal punishment will never be used at the group.

We will take all reasonable steps to ensure that no young person who attends our group receives corporal punishment from any person who trains, or is in regular contact with the young person, or from any other person attending our group.

# Aggressive Behaviour

Rossendale Drum Majorettes does not tolerate from any person, whether a member, primary care giver or visitor: bullying; aggressive, confrontational, or threatening behaviour or behaviour intended to result in conflict weather in person or online.

Our Club is a place of safety and security for the children who attend and for the Committee/trainers who volunteer here.

# Unacceptable behaviour

Unacceptable behaviour includes, but is not limited to; the following:

* Shouting at members of committee, trainers, volunteers, or members, whether in person, online or over the telephone.
* Physically intimidating a member of the committee, e.g. standing too close or blocking their exit.
* Using aggressive, rude, or abusive hand gestures, e.g. shaking a fist towards another person.
* Any other threatening behaviour, both physical and verbal.
* Swearing/Bad/Offensive language.
* Physical violence: pushing, hitting, slapping, punching, or kicking, biting, hair pulling that may result in injury.
* Spitting; and/or
* Discriminatory abusive comments about gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy.

At Rossendale Drum Majorettes, we do not tolerate such behaviour whether it is directed at a member of the committee, volunteers, trainers, members or the general public associated with the group either verbally, physically or on social media platforms which is deemed to affect a person’s health and well-being or the reputation of an individual or the group.

# Procedure

If a parent, primary care giver or member of the public behaves in an unacceptable way towards a member of the committee or a member attending the Club, we will take the following steps:

* To ensure the safety of the member and to limit possible distress, we will remove them from the vicinity of the incident.
* The Director or senior committee team will seek to resolve the situation through calm discussion immediately.
* If the individual wishes to make a complaint, we will encourage them to follow the group’s Complaints procedure.
* If the individual continues to behave in an aggressive and intimidating manner, we will insist that they calm down or leave the vicinity immediately (with an appropriate RDM adult) and ring the young person’s parent(s), carer or guardian for them to be collected; and/or
* If the individual refuses to calm down or leave the vicinity, the Director will contact the police without delay.

When the immediate incident has been resolved, the Director and Committee will reflect on the incident, and decide whether it is appropriate to terminate the individual’s membership for a set (or permanent) period of time. The decision will consider both the seriousness of the incident and whether the individual has behaved aggressively before.

If we decide that a termination of membership is appropriate for a set period of time or indefinitely, we will write to the individual concerned to inform them of the reasons for the ban and its duration or termination of their membership.

Related Policies & Procedures: Equal Opportunities Policy, Complaints Policy & Procedure, and Safeguarding Procedure,

**Version Control**

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| **Version** | **Author/Reviewer** | **Date** | **Comments** |
| RDM\_P004\_A | Simon Creasey | June 2018 | Initial Draft |
| RDM\_P004\_B | Simon Creasey | Sept 2019 | Content review |
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This policy will be reviewed on an annual basis as a minimum.