



Behaviour Policy for PhysicalEd+ Limited

1. Introduction:

- a. PhysicalEd+ Limited is committed to fostering a positive and respectful environment for all participants, coaches, staff members, and stakeholders.
- b. This behaviour policy outlines the expected standards of conduct and behaviour for everyone involved in our activities.

2. Code of Conduct:

- a. Participants:
 - i. Participants are expected to demonstrate respect, sportsmanship, and cooperation towards coaches and others participating.
 - ii. Participants should follow the instructions of coaches and staff members and refrain from disruptive or disrespectful behaviour during coaching sessions, competitions, or events.
 - iii. Participants should respect the rights and well-being of others and refrain from any form of bullying, harassment, or discrimination.
- b. Coaches and Staff:
 - i. Coaches and staff members are expected to lead by example and uphold the highest standards of professionalism, integrity, and ethical behaviour.
 - ii. Coaches should treat all participants with fairness, respect, and patience, providing constructive feedback and encouragement.
 - iii. Coaches and staff should maintain appropriate boundaries with participants and refrain from engaging in any behaviour that could be perceived as inappropriate.
- c. Parents/Guardians:
 - i. Parents/guardians are encouraged to support and encourage their children's participation in sports while respecting the authority and decisions of coaches and staff members.

ii. Parents/guardians should communicate any concerns or feedback regarding their child's participation or experience with the coaching staff in a respectful and constructive manner.

3. Discipline and Enforcement:

- a. Any behaviour that violates this policy, including but not limited to disrespectful conduct, aggression, bullying, harassment, or discrimination, will not be tolerated.
- b. Coaches and staff members are authorised to intervene and address inappropriate behaviour promptly, applying appropriate disciplinary measures as necessary.
- c. Disciplinary measures may include verbal warnings, temporary suspension from activities, or permanent exclusion from the programme, depending on the severity and recurrence of the behaviour.

- d. Decisions regarding disciplinary actions will be made by management or designated individuals based on the facts of the situation and in accordance with established procedures.

4. Reporting Procedures:

- a. Participants, coaches, staff members, and parents/guardians are encouraged to report any behaviour that violates this policy to the designated behaviour officer or management.
- b. Reports should be made promptly and include relevant details such as the nature of the behaviour, individuals involved, and any witnesses.
- c. Reports will be handled confidentially and investigated promptly and impartially, with appropriate action taken as necessary.

5. Support:

- a. Participants who are involved in behaviour incidents or who are affected by inappropriate behaviour will be provided with support as and when needed.

6. Review and Updates:

- a. This behaviour policy will be reviewed periodically to ensure its effectiveness and relevance.
- b. Any updates or amendments to the policy will be communicated to all stakeholders in a timely manner.

7. Acknowledgement:

By participating in activities conducted by our sports coaching company, participants, coaches, staff members, and parents/guardians acknowledge their understanding and acceptance of this behaviour policy.

This behaviour policy serves to promote a positive and respectful environment conducive to learning, development, and enjoyment of sports. Adherence to these standards of conduct is essential for the well-being and success of our sports coaching services.