



BEHAVIOUR POLICY

Reviewed September 2025

AIMS OF THE POLICY

Rhino Sports Academy believes that children will flourish best in an atmosphere of mutual respect and encouragement where everyone knows what is expected of them. Clear boundaries must be set for children's behaviour. Staff members caring for children in the provision are able to manage a wide range of children's behaviour in a way that promotes their welfare and development.

In order to establish such an environment, staff must ensure that children are made aware of what is acceptable and what is not acceptable and encourage children to report any incidents that occur without fear of reprisal. Rhino Sports Academy are committed to ensuring every child enjoys their experience at club/camp every day.

Parents/carers are expected to support Rhino in upholding these boundaries and promoting and providing positive praise to their child in recognition of these being achieved in clubs. This is because we believe that a child's development is down to the strong partnership between school, wraparound care and home. At Rhino we reward children with points in their point booklet. After so many points have been received, the children can win prizes, these can be anything from medals to Rhino merchandise.

CLUB/CAMP RULES

- **Take part** – join in and help your team whilst having fun.
- **Listen** – always listen and follow instructions given by staff.
- **Be kind** – use kind hands, feet and words with all other children and staff.
- **Respect** – respect yourself, others and the environment.
- **Language** – do not use inappropriate language or insulting words.
- **Stay with group** – stay with your group at all times. Ask leaders if you need the toilet.
- **Breaks** – make sure you keep hydrated with lots of water and use the toilet at break times.

- **Speak to staff**
anything, tell a leader



– if you are unhappy with straight away.

EXPECTATIONS OF BEHAVIOUR

At Rhino we have expectations that the children conduct themselves with high standards of behaviour including:

- Being polite, respectful and courteous and not using offensive or inappropriate language
- Following staff instruction at all points and not exclusively to instructions on safe behaviours
- Respect all adults regardless of their role in school. Respect for the other children within the club/camps
- Respect for all beliefs including race, culture, beliefs and all protected characteristics.
- Not behaving in a way that causes emotional or physical harm or injury.

DEALING WITH INAPPROPRIATE BEHAVIOUR

Staff will use the following procedure when dealing with inappropriate behaviours.

INAPPROPRIATE BEHAVIOUR	CONSEQUENCE	PROCEDURES	PARENT CONTACT
First Instance...	Reminder	If the child does not meet the club /camp rules they will be clearly reminded of them	-
Second Instance...	Warning	If a child fails to meet the camp rules for a second time, they will be warned that if the behaviour happens again, they will be removed from an activity. Parents/guardians will be notified of the warning at pick up	Verbal feedback to parents at pick up of behaviour displayed by the child



Third Instance...	Time Out of Activity Parents contacted	If a child fails for a third time to meet the club/camp rules they will be removed from the activity to take a 'Time Out'. The child will be informed parents/guardians are going to be contacted	Phone calls to Lead Coach and parents detailing the behaviour. Collection of child if needed. Discussion regarding future sessions.

If the behaviour displayed is either; physical, racial or puts other children/staff at significant risk then the child will immediately take 'time out' from the activity and parents/guardians will be contacted.

IF A CHILD IS SENT HOME

- Management will then make a decision on whether it is appropriate for the child to return to the club/camp. This may either be in the form of a temporary or permanent exclusion. A record of the situation will be recorded.
- If a child is temporarily excluded, they will be welcomed back to clubs/camp after their exclusion period.

BULLYING

Rhino Sports Academy does not tolerate bullying.

Bullying is a behaviour
be inspired to alter their
believes that
inclusive of everyone



choice, and anyone can
ways. Rhino Sports
clubs/camps should be
and values diversity in

children, young people, and society as a whole. It is everyone's duty to provide a safe atmosphere and address bullying so that children and young people can feel respected, safe, and secure. Every child at Rhino Sports should be treated with decency and respect, and bullying should not occur.

If a child is a victim of bullying

- A child must notify a member of the Rhino Sports staff team if they are being bullied. The staff member will let the Lead Coach know, and they will look into the claim right away.
- Upon collection, the victim's parents/guardians will be notified of the details and the steps the Lead Coach has taken to address the matter. A record will be kept of the situation.
- The club/camp staff will observe matters to make sure the child is okay and may go about his or her day.
- The Rhino Sports management team will be notified of any bullying incidents.

If a child commits an act of bullying

- The offending child should be led aside, explained why their behaviour is deemed bullying, and warned of the repercussions, should they continue.

- The allegation will be



made against the child communicated to the parents/guardians.

- In the event that the bullying continues, the Lead Coach will report the incident to the person picking up the child, take the appropriate action and a record will be kept of the situation.

It is worth bearing in mind that the child accused of bullying may have issues of their own, resulting in behaviour that needs to be dealt with sensitively and fairly. There may be reasons for bullying but there are no excuses for such behaviour. If we are convinced that bullying has taken place, we will decide what action is appropriate. All bullying cases will follow the normal Behaviour Policy.

If a child has to be collected during a session, payment will be due for that session. If the decision is made that the child should not return to clubs/camps, any money paid will be refunded.

Team Teach

At Rhino we understand that using Team Teach methods on a child has to be a last resort, and that all other options have been exhausted. Restraining methods would be only used if the child, or children around them, were in immediate danger. A few of our staff members have Team Teach training by Jogo, and only these staff members can perform the techniques if needed. We are currently in talks with Jogo for them to come into Rhino and lead more training around managing behaviour and provide more Team Tech training to staff members.

Staff Behaviour

Staff also have a responsibility with regards to their own behaviour. Staff can be good role models and show the children respect by;

- Speaking respectfully at child



professionally and all times. Valuing any suggestion.

- Speaking positively and proactively to manage behaviour as far as possible (eg – “use quiet voices” – not “stop shouting”).
- Not using aggressive language or shouting to enforce discipline.
- Putting the children at the heart of every decision that we make. This can be done through our planning and delivery of clubs/camps.
- Use positive language, act consistently and ensure that staff are approachable and proactive
- Value and embrace effective professional relationships with children.
- Do not use techniques that humiliate or degrade children.
- Do not breach guidance as set in Safeguarding documents such as Keeping Children Safe in Education.

Working in partnership with the schools we work within

Whilst Rhino are responsible for their own policies and response to behaviour issues, the schools we work within reserves the right to reinforce messages given at the clubs which may include a recommendation that the child cannot continue to attend the provider’s provision.

Behaviour from parents/carers

At Rhino, we do
parents can become
reasons. If parents
regarding a Rhino



understand that
frustrated for different
have an issue
club/camp or staff

member they should refer to our complaints policy to follow the correct procedure. If parents have issues with other parents, it should not be brought to our Rhino clubs/camps and dealt with away from settings. Violence towards staff members, children and other parents will not be tolerated. Police or legal action may be taken.