



FC Isle of Man Behaviour Management & Guidance Policy for Players Aged 16-17

Lead Responsibility:	Gary Weightman – Club Welfare Officer
Approved by:	FC Isle of Man Board
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Policy

FC Isle of Man acknowledge that each young player is an individual and that behaviour management strategies need to be adapted to meet the requirements of the Individual young player. All behaviour management strategies must be proportionate and relevant to the individual young player and the context in which the incident occurs.

The aim of this Policy and accompanying guidance is to ensure that no young player is subject to humiliating or degrading treatment; no young player signed to FC Isle of Man is subject to any measure of control, physical intervention, or discipline which is excessive or unreasonable; physical intervention is never to be used on a young player only where it is necessary to prevent injury to the young player or other persons or likely serious damage to property.

All coaching staff representing FC Isle of Man have undertaken a safeguarding workshop within the last 3 years and already hold or are in the process of attaining an enhanced DSB check. Where an enhanced DSB is not currently in place, but is in the process of being in place, FC Isle of Man will ensure a risk management plan is operating until the enhanced DSB is received.

An Individual Behaviour Management Strategy will also be agreed with all parties.

Guidance

FC Isle of Man acknowledges the wealth of experience and skills its volunteer coaches and staff have in managing young players' behaviour. Whilst valuing this experience it is important for those volunteers to understand and fully support FC Isle of Man's stance in relation to what are considered acceptable, and unacceptable, methods of behaviour management. We expect that FC Isle of Man volunteers enhance their own skills through training, reading and in open and frank discussions with each other and relevant invited professionals as required to build on their skills.

Relationships between all FC Isle of Man volunteer staff, the players aged 18 and over, and young players should be based on mutual respect and understanding.

All those involved with FC Isle of Man should set and maintain safe, consistent and understandable boundaries for young players in relation to acceptable behaviour.

Methods of control and discipline must be based on establishing positive relationships with the young player, which are designed to help them, rather than punish.

FC Isle of Man Adult Volunteers and Players should respond pro-actively and positively to acceptable behaviour, and unacceptable behaviour should be responded to by constructive,



acceptable and known disciplinary measures in line with the agreed Safe Caring Policy. Such measures must be fair and consistently applied.

FC Isle of Man will make clear to young players the consequence of unacceptable behaviour and any measures applied should be relevant to the incident; reasonable and carried out as close to the time of the incident as possible.

Any measures taken to respond to unacceptable behaviour must be proportionate and appropriate to age, understanding and individual needs of the young player. For example, taking into account that unacceptable or challenging behaviour may be the result of illness, bullying or communication difficulties.

The FC Isle of Man approach to managing challenging behaviour can be described under the following headings:

- Individual plan for each young player/ young person
- Information sharing and planning
- Young player centred approach
- Mutual respect
- Consequences

Information & Planning

An opportunity for parents to share full information about the needs, routines, preferences and potential areas of difficulty for each young player will be made available at the beginning of every season. Where relevant an individual care plan will be agreed which would include strategies for responding to identified behaviours where there is reason to expect these to occur. Ground rules and agreed expectations for behaviour will be shared at this early stage so that all parties including the young players/young person can have confidence in the arrangements.

Young player Centred Approach

FC Isle of Man and adult volunteer coaches, staff and players will work in partnership with the young player and their family to seek to understand any possible background influences, causes and triggers for any difficult behaviours. The focus will be on the needs of the young player and on facilitating ways they can change and progress. The overall message to young players will be that they are valued and respected even though aspects of their behaviour may be unacceptable.



Mutual Respect

The creation of a safe and young player centred environment is the most effective way to reduce the incidents of difficult behaviour. FC Isle of Man Adult volunteer coaches, staff and players will be encouraged to promote and protect the rights of young players and to treat them with respect within the household.

Consequences

Young players and young people need to be clearly aware of boundaries, limits of acceptable behaviour and what consequences they can expect if these are repeatedly broken. Volunteer coaches, need to be clear about the options and sanctions open to them and know they will receive support in managing difficult situations.

The following strategies may be suggested as part of behaviour management plans:

- Focus on praise and rewarding positive behaviour
- Set realistic expectations for each individual and accept that difficulties will arise
- Sanctions should be understood by the young player and should be applied in a consistent and fair manner

Positive Reinforcement

The most powerful tools for shaping young players' behaviour are often reward, reinforcement and recognition. FC Isle of Man expects adult volunteer coaches, staff and players seek to influence young players by using every opportunity for engaging with them in a positive manner.

Young players should be assisted to develop socially acceptable behaviour through the modelling and encouragement of positive behaviour and constructive adult responses to unwanted and inappropriate behaviour.

Young players should be encouraged to develop a proper awareness of their rights and responsibilities. FC Isle of Man adult volunteer coaches, staff, players and young players alike must be clear that everyone has rights and responsibilities in relation to those who live in the home and for people in the general community.



The following are examples of acceptable positive discipline:

- Giving praise
- Showing respect
- Modelling appropriate behaviour (i.e. setting a good example)
- Offering appropriate incentives and rewards
- Acknowledging feelings
- Talking to young players about behaviours/ responses to situations
- Group meetings that consider everyone's views
- Acknowledging when a young player does something right
- Allowing young players space and privacy when appropriate

Sanctions and Strategies

FC Isle of Man believes that the following are examples of strategies for managing behaviour that are acceptable to use. The list is not meant to be exhaustive as each young player is different, nor is it meant to imply that all these methods are appropriate in all circumstances. FC Isle of Man volunteer coaches should think carefully before employing any of these methods and if necessary, seek further advice from the Director of Football and/or the Club Welfare Officer regarding their particular situation.

- Behavioural approaches: for example, rewarding and paying attention to good behaviour and the planned ignoring of undesirable behaviour.
- Removing from sessions: This means that, for a limited period, a young player or young person is not allowed to train with the group. It must always be for a clearly defined period, e.g., 20 mins / 2 sessions.
- Repairing or paying for damage: It is acceptable for volunteer coaches to involve a young player in putting right something that has been damaged or cleaning up a mess. If a young player is to be asked to contribute towards the cost of putting something right, this should be discussed and agreed with FC Isle of Man and should amount to no more than a maximum of 50% of a young player pocket money.
- Reprimanding: When telling off a young player or young person the adult volunteer coach, staff member or player needs to be aware of the impact of their previous experiences. A reprimand should not be designed to humiliate or denigrate a young player.

The following are some examples of sanctions that must never be used or threatened:

- Hitting or corporal punishment of any kind
- Fines: FC Isle of Man adult staff, coaches and player will be told not to withhold pocket money from young people or impose unreasonable financial sanctions (see section above on repairing or paying for damage).



- Deprivation of food or drink
- Restriction of family contact: FC Isle of Man's adult volunteer staff, coaches or players must not unilaterally take a decision to restrict a young player contact.
- Withdrawal from school or educational opportunities
- Withholding medical treatment
- Deprivation of sleep
- Abusive language
- Requiring a young player to wear inappropriate clothing

FC Isle of Man's adult volunteer coaches, staff and players should consider the intended purpose of any behaviour management strategy and always seek positive methods which will contribute to the development of self-regulation within the young player/ young person and help to build self-esteem. FC Isle of Man's adult volunteer coaches, staff and players should also consider the potential risk of a complaint being made before the use of any form of control or discipline.

FC Isle of Man's adult volunteer coaches, staff and players will be made aware of the risk of unfounded allegations being made against them. However experienced or well known to us these individuals are, all are vulnerable in this regard, and we have a duty to investigate any complaint or representation made by or on behalf of a young player.

Use of Physical Intervention

If an incident occurs that involves a young player presenting a physical risk to harm themselves or others, FC Isle of Man's Welfare Officer and the relevant services are to be informed immediately so immediate action can be taken.

FC Isle of Man's adult volunteer staff, coaches or players are not to use physical intervention except as is reasonable in the circumstances for the purposes of self-defence, defence of another, defence of property or the prevention of crime.

Openness, Safe Caring and Record Keeping

FC Isle of Man will maintain written recordings of any incidents regarding the young players' behaviour. This recording should include details of what led to the behaviour problem, the method of intervention used and the outcome. FC Isle of Man's welfare officer and Director of Football are to be informed as soon as possible, or within one working day.

It is imperative that all adults connected to FC Isle of Man work in a way that is clearly safe and open. By recording all significant events, including action taken in managing behaviour, those adults can afford themselves some protection. This recording is essential and can be called upon as evidence at any time.



Similarly, it is in everyone's best interests for the volunteer staff, coaches, players and FC Isle of Man in the form of the Welfare Officer and Director of Football are to discuss their practice openly and honestly on a continuous basis via the supervisory relationship.

Signed:

Club Welfare Officer

Date: