

## Behaviour Policy

**This behaviour policy is designed to support and outline the expectations of all the participants at ACE programme. With clear expectations of all involved, the aim is to ensure the participants can enjoy an environment that is safe and inclusive and one in which they feel confident in speaking out when something is wrong.**

**All participants and staff are expected to make the appropriate choices to ensure that everyone:**

- Is kept and feels safe
- Can develop their skills within the programme
- Feels welcome, included and valued

**To be able to make the appropriate choices, children and young people need to understand:**

- What acceptable and unacceptable behaviour is
- The impact of their choices and the consequences of those choices
- How to take responsibility for their choices
- Who they can speak to for support about appropriate behaviour

**Developing participants understanding of appropriate behaviour is achieved by:**

- All staff modelling appropriate social and emotional skills through their language, verbal and non-verbal behaviours.
- All staff having high expectations of all participants behaviour, including verbal and non-verbal behaviours.
- All staff actively and consistently supporting participants to make the appropriate choices through systems and routines that support good behaviour. I.e: arriving on time and prepared for activities
- Use of behaviour management strategies to pre-empt possible issues i.e; manageable groups who encourage and support each other.
- Highlighting positive behaviours and providing encouragement for good participation, actively and respectfully.
- Sharing the Behaviour Policy with and making it available to parents/carers and participants.
- Encouraging open communication with parents/carers/participants to work collaboratively with staff to address any concerns or issues.

## Examples of unacceptable behaviours:

- Bullying, harassment, or discrimination of any kind.
- Disrespectful language or actions.
- Destruction of property or equipment.
- Disruptive or unsafe behaviour.
- Physical or verbal aggression.
- Failure to follow instructions or rules.

## Core principles and expectations:

### Respect

Considerate for the views of others, understanding that even if we don't agree with them, we are all entitled to have a different opinion. Having a polite manner to all those in the programme despite any differences and abilities.

### Articulate

Communication skills, listening as well as being heard, positively expressing emotions, thoughts and ideas. Showing respect to others through sharing equipment and personal space.

### Responsible

Leadership, taking responsibility for themselves and ensuring they represent the programme appropriately, taking responsibility to help others and teamwork. Controlling emotions and understanding the impact on ourselves and others when there are wins and losses.

### Effort

Participation, perseverance, resilience and trying hard to improve in various situations, skills and activities. Offering support and good sportsmanship to all those in the programme to ensure a welcoming and inclusive environment.

## Dealing with unacceptable behaviour

In any instances of unacceptable behaviour, the coach will record the incident and will be required to bring the matter to the attention of the parent/carer. This conversation will set out expectations of behaviour as per the policy and appropriate measures will be put in place where necessary. Where there are concerns regarding the participant remaining in the programme a meeting will be held which will include the safeguarding lead and a member of senior leadership.

## Dealing with bullying

The ACE programme will not tolerate bullying. Any incidents of bullying will be addressed, all parties involved spoken to and parents/carers will be informed. Everyone is encouraged to speak out against bullying and can be assured it will be taken seriously and dealt with appropriately. (see anti-bullying policy)

Any participant who wants to report any behaviour issues regarding themselves or others can speak with their coach or any member of the team. Staff will then ensure the safeguarding lead is made aware so the situation can be dealt with and support given.



'Supporting Diverse Talent from  
the Grassroots to the Elite'

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**<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/dealing-with-bullying/>**

**<https://anti-bullyingalliance.org.uk/tools-information/advice-and-support>**

**Policy updated by the Safeguarding lead Georgina Mackenzie November 2025**

