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Behaviour of Concern Escalation Policy

1. POLICY

WLAC are committed to provide an enjoyable inclusive and safe environment for all participants.

This Policy provides guidance for parent volunteers, team managers, and members to assist in the management of athletes behaviour, and in situations in which unaccepted behaviour of participants (including parents and volunteers), impacts the enjoyment, and safety of others. This policy is also used to inform athletes of how inappropriate behaviour will be responded to.

This policy is to be read in conjunction with LAA National Child Protection Policy.

LINK

<https://lavic.com.au/child-safe/>

2. Unaccepted Behaviour

Unaccepted behaviour can include, but not limited to, the following

- Fighting and wrestling
- Swearing and inappropriate language
- Being rude to other athletes, parent volunteers, team managers,
- Spitting
- Teasing, and bullying including;
 - o making fun of other athletes' abilities and efforts,
 - o verbal abuse
- Discrimination, including race, and gender
- Inappropriate touching

3. Guide for Team Managers (TM) / Duty Roster parents (DR)

TM/ DR as far as practical, are to try to observe, and eliminate unacceptable behaviour as early as possible. It is noted that in any instance that additional support is needed, WLAC committee members are available to assist.

For ease of reference, general levels of response have been categorised into 3 response levels.

GREEN – Behaviour at a level that the TM/ DR happy to monitor and manage. May require a general warning to stop or modify behaviour, but the athletes remain responsive to the TM. If athletes are not responsive, or behaviour continues another verbal warning to be given that after another occurrence the athlete will be required to fetch their parent/ guardian for a discussion with the TM. If the behaviour continues, TM to request the Athlete to fetch their parent. Depending on the circumstances, the TM may request the parent to remain with the group to assist with the child for the next event or longer if necessary.

AMBER- Behaviour of an athlete is of a level that the TM is not comfortable to manage. In this instance, the TM requests the Child Safety Officer, or President of WLAC; or in their absence another Committee member. In this instance, the parent/ guardian is notified, and requested to attend the group. A warning is to be given noting that if the unacceptable behaviour continues, that the Athlete will not be permitted to continue to participate for the remainder of the day. Parent or Guardian is to remain with the athlete for the remainder of the day.

RED - These are instances of unacceptable behaviour in which a serious incident has occurred (examples include fighting, hitting, kicking, spitting, racism etc...) or a repeat offenders . The TM is to request the Parent/ Guardian, Child Safety Officer, and President to discuss the situation. At the discretion of the Child Safety Officer, and President, the athlete may not be permitted to continue to participate in events for the remainder of the day. In the following week, President to send a formal letter to the parents, and Child Safety Officer to discuss with parents if there are any further items to resolve to assist the child to be able to complete. As a minimum, Parents will be required to join the age group in the following week to supervise the child.

4. Reporting of Incidents

A formal Child Safety incident report is required for all RED situations.

https://lavic.com.au/wp-content/uploads/2020/06/Child_Safety_Incident_Report_Template_10122020.pdf

5. Inclusion and Diversity

It is noted that some children are neuro diverse, (ie ASD, ADHD, ODD) and due consideration given by the TM for these individuals. Although not a requirement, preference is for the Parents/ Guardians to discuss any specific requirements with the relevant age group team manager to assist with the management of behaviour of the child.

-To be reviewed Oct 2022

