



# Multi Sports Club

[www.multisportsclub.org.uk](http://www.multisportsclub.org.uk)

Reg Charity No: 1109962

## MANAGING CHALLENGING BEHAVIOUR

The Multi Sports Club has a duty under the Health and Safety at Work Act 1974 to ensure the welfare and safety of employees and all that attend the club.

The Health and Safety at Work Regulations 1999 creates a duty to make suitable assessment of the risks of employees at work.

Challenging behaviour refers to behaviour, which may be physical, or verbally aggressive, may involve self injury, or which results or could result in harm to another person or property.

New club members will be invited to attend the club for an introductory session, attended by a member of the Management Committee. They will be accompanied by a responsible adult (parent or carer) for this session, and will be assessed by observation and discussion. If there are any issues regarding behaviour this should be disclosed during the introductory session and a strategy agreed. The club will usually request the responsible adult is present for club sessions until the Management Committee member and the coach are satisfied that behaviour is acceptable/manageable within the group. Every effort will be made to include individuals in our club wherever possible.

If existing club members develop challenging behaviour, a member of the management committee will contact a responsible adult to discuss the issues, and agree a strategy.

If, after making every effort to include the individual displaying the challenging behaviour, the situation is not improving, the Management Committee will be responsible for taking any action of suspension or discipline. The Management Committee will consider information from any relevant advisors.

The Multi Sports Club constitution sets out the policy for complaints, discipline and appeals, and this process will be followed when dealing with issues of challenging behaviour.

Physical restraint will not be used on any individual unless the person has given consent, or it is a situation where the circumstances require physical restraint to prevent significant harm to others or property or to prevent a crime being committed.

This policy will be reviewed annually.

Signed *Sfo*  
Name: Suzy Foster,  
Position: Chair Date: August 2017(Reviewed mar 2023)

