

Behaviour Management Policy

Date: October 2025

Next review due: October 2026

This policy will be reviewed annually or sooner if required to reflect changes in company practice or Ofsted guidance. All Kanga staff will receive training on the Kanga Way during induction and refresher sessions.

1. Purpose and Context

At Kanga Sports, our goal is to create an environment where every child feels safe, valued, and motivated to participate and succeed.

Our staff work across a wide range of settings, including wraparound provision, school curriculum delivery, extra-curricular clubs, and holiday camps. Feedback from staff and schools highlighted that every school has its own behaviour policy, which can make it difficult for coaches and teachers to remember or apply multiple systems consistently.

To provide clarity and consistency, we have introduced The Kanga Way - a single behaviour policy used across all Kanga Sports services.

This approach ensures:

- Children always understand what behaviour is expected, no matter who is leading the session or where it takes place.

- Staff feel confident managing behaviour through a clear, shared framework.
- Schools and parents can trust that Kanga provides a positive, structured, and safe environment for all participants.

The Kanga Way focuses primarily on positive reinforcement - recognising and rewarding the behaviour we want to see - while setting out clear, fair consequences when expectations are not met.

2. The Three Rules

These three simple rules are at the heart of everything we do. They are consistent across all Kanga settings and underpin the Kanga Card System that follows.

1. Be Kind

- Treat everyone with respect.
- Use kind words and actions.
- Include others and celebrate everyone's efforts.

2. Be Ready

- Be prepared to listen, join in, and try your best.
- Follow instructions straight away.
- Bring a positive attitude and enthusiasm to every activity.

3. Be Safe

- Make choices that keep yourself and others safe.
- Use equipment properly.
- Move sensibly and play fairly in all areas.

These rules are displayed in every Kanga setting, explained regularly to children, and consistently referred to by staff as part of daily routines and expectations.

3. The Kanga Card System

The Kanga Card System provides a simple, visual way to help children understand the consequences of their behaviour while giving them chances to reflect and improve.

Yellow Card

Description	Examples	Staff Response
A reminder that behaviour is not meeting the Kanga Rules.	Talking over the coach, not listening, misuse of equipment.	Staff explains what behaviour needs to change and reminds the child of the correct behaviour. Child continues the session.

Orange Card

Description	Examples	Staff Response
Repeated Yellow Card offences within the same session or shows disrespect or is disruptive to the session.	Ignoring instructions, unkindness, arguing, rough play.	Staff issues a 5-minute time-out either stood by them or at the side of the session. After, staff calmly explains the reason and what needs to change before re-joining.

Red Card

Description	Examples	Staff Response
Repeated Orange Card offences within same session or Serious or repeated behaviour that disrupts others or causes harm.	Physical aggression, bullying, unsafe behaviour, defiance after Orange Card.	<p>School services: Follow school procedure for removing child from session (e.g. send to class teacher, or to another class) .</p> <p>Parent Services: Parent contacted to collect child. If parent cannot collect, internal exclusion (i.e. not taking part in activities).</p>

5. Positive Recognition and Rewards

We believe children learn best when positive behaviour is recognised and celebrated. Staff are encouraged to “catch children following the rules and doing the right thing” and reward effort, attitude, and kindness.

Examples of positive rewards include:

Parent Services:

- Kanga Star of the Day/Week – awarded for teamwork, effort or kindness.
- Stickers – awarded for standout behaviour and following the rules.
- Positive messages home – shared with parents at the end of the session, or text message sent to the parent.

School Services:

- Kanga Star of the Day/Week – to be presented at the school’s own celebration assembly or similar.
- Stickers – awarded for standout behaviour and following the rules.

- Positive messages home – shared with parents or teachers at the end of the session.
- Following school's own reward system, e.g. team points

6. Physical Intervention

Kanga Sports recognises that physical intervention should only ever be used as a last resort. Staff will always prioritise de-escalation, clear communication, and calming strategies to prevent situations from escalating.

Physical intervention may be used only when absolutely necessary to prevent a child from:

- Causing harm to themselves,
- Causing harm to another child or adult, or
- Causing serious damage to property that could lead to injury.

Any use of physical intervention must be:

- Reasonable, proportionate, and necessary in the circumstances,
- Carried out by trained staff only, where possible,
Recorded immediately after the incident using the appropriate incident form, and
Reported to a senior member of staff and, where appropriate, to parents or carers on the same day.

All incidents involving physical intervention will be reviewed by management to ensure procedures were followed and to identify any support, training, or adjustments required.

7. Consistency and Recording

- Apply the procedure fairly and consistently across all children and services.

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- Record all persistent Orange and Red cards, noting the reason and any follow-up actions.
- Communicate regularly with schools and parents regarding both positive and negative behaviour.
- Revisit expectations at the start of every session to reinforce clarity and fairness.