

## **Bay Twisters Policy Document**

1(d), **Coaching:** Managing individual disruptive behaviour during training and competitions or any other time the coaching staff are responsible for the athletes.

By following this structured approach, we will effectively manage disruptive behaviour, promote a positive team environment and support the athlete's development.

### **Initial Steps**

1. Stay calm and patient: Manage your emotions and respond constructively.
2. Observe and document: Record incidents, including dates, times, behaviours and the effect on training outcomes.
3. Identify triggers: Determine if there are specific situations or factors causing disruption.

### **Addressing the Athlete**

1. One-on-one conversation: Privately discuss the behaviour with the athlete, focusing on specific actions.
2. Set clear expectations: Explain required behaviour and consequences for non-compliance.
3. Encourage open communication: Ask for their perspective and listen actively.
4. Positive reinforcement: Praise good behaviour and encourage positive habits.

### **Involving Parents/Guardians**

1. Schedule an in person meeting: Discuss the behaviour and its impact on the desired outcomes of training.
2. Collaborate on solutions: Work together to address underlying issues.
3. Set clear expectations: Explain required behaviour and consequences for non-compliance.
4. Establish consistency: Align home and club expectations.

### **Consequences and Follow-Up**

1. Clear consequences: Establish and communicate consequences for repeated disruptions.
2. Consistent enforcement: Fairly apply consequences.
3. Regular check-ins: Monitor behaviour and adjust strategies as needed.
4. Include Parents/Guardians in any feedback or changes in behaviour.

### **Team Dynamics**

1. Team discussion: Address disruption impacts on the team (if necessary).
2. Promote teamwork: Foster a supportive environment.
3. Encourage peer support: Encourage teammates to constructively address disruptions.

### **Key Principles**

1. Fairness: Treat athletes equally and without bias.
2. Respect: Maintain respectful communication.
3. Consistency: Apply rules and consequences uniformly.
4. Open communication: Encourage feedback.

