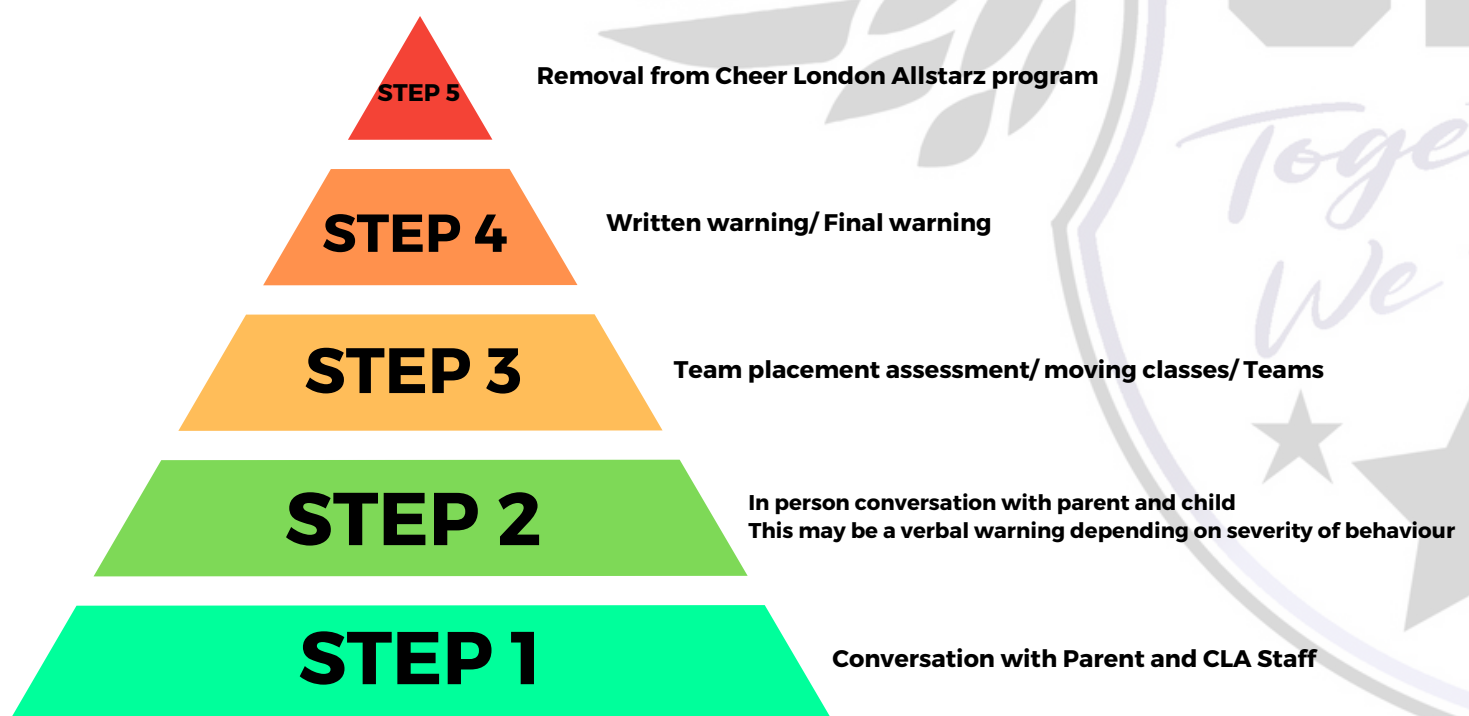


## Cheer London Allstarz - Behavioral Policy 2024/25 Season

We recognise that managing a large group of children with varying ages and needs can sometimes be challenging. The staff at Cheer London Allstarz are trained in positive behavior management and will consistently implement the following steps to support each child, team members, and staff alike. This may involve addressing:

- Disruptive behavior
- Inappropriate behavior
- Disrespectful behavior
- Concerning behavior
- Out-of-character behavior
- Behavior negatively affecting or interacting with another child
- Bullying
- Physical abuse and unwanted contact
- Rudeness
- Unsportsmanlike behavior

We believe in clear communication and acting on early stages of behavioural issues



# CLA MANAGEMENT

Sophie Bastock - Founder & Director | Lilybelle Dellow - Program Director | Stacey Murphy -Office Manager

## STEP 1

Coaches will express any concerns or problematic behaviour to CLA management, which will be documented in our “Log and Grievances.” A member of the CLA Management Team will reach out to the parent directly by telephone. While it is possible to discuss matters in person at the end of a session, telephone communication is preferred due to time constraints and the need for privacy. Please keep in mind that the concern may range from minor to more significant issues.

## STEP 2

A meeting will be arranged that includes CLA management, the parent, and the child (with the team coach attending if necessary). This conversation will occur in a supportive and welcoming atmosphere, providing an opportunity for the child, parent, and CLA representative to express their perspectives and explore cooperative strategies to progress without further escalation. We will record the details of this meeting and keep a close eye on the situation.

## STEP 3

If behavioral issues persist, we will consider changing classes, teams, or interactions with the coaching staff. This adjustment will be implemented temporarily to encourage improvement in behavior. However, if the challenges stem from an inappropriate level for the child's social development, we may transition them to a more suitable team on a long-term basis.

## STEP 4

A final written warning will be issued. This will be sent via email

## STEP 5

Permenant removal from the Cheer London Allstarz. Including all classes, teams, Schools program classes and events.

## STEP 5 - IMMEDIATE REMOVAL

Step 5 may be implemented immediately if any of the following expectations are violated:

- Acts of violence towards staff and members (including their families)
- Switching programs mid-season without any communication
- Misuse of scholarships
- Outstanding debt with Cheer London Allstarz without an established payment plan
- Misconduct by parents during sessions or events
- Posting negative and slanderous remarks on social media or engaging in trolling against Cheer London Allstarz



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