

TRAINING CAVE



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Approved By	Jack Sunderland Director Training Cave Club Ltd

1. Purpose

Training Cave Club Ltd provides boxing, fitness, coaching and alternative provision. We aim to create a calm and safe environment in which people are treated with dignity, learners can engage in education and physical activity, and staff can respond consistently when behaviour creates concern or risk.

This policy explains our expectations, the support used to prevent difficulties, the responses available when expectations are not met, and the safeguards that apply to physical contact and restrictive intervention. Its purpose is to protect welfare, support learning and help people repair relationships after harm.

2. Scope

This policy applies to:

- Children and young people attending alternative provision or community activities;
- Adult members using Training Cave services;
- Staff, coaches, tutors, volunteers and contractors; and
- Visitors while they are on the premises or taking part in a Training Cave activity.

It applies during education, coaching, assessments, supervised breaks, arrival and departure, off-site activities and events. It also applies to online conduct or conduct away from the premises where there is a clear connection to Training Cave and the conduct affects safety, welfare, access to the service or the orderly delivery of a placement.

Additional employment, membership, safeguarding or commissioning procedures may also apply. Where a child is placed by a school or local authority, the commissioner retains its responsibilities for the child and for decisions within its authority.

3. Legal and Regulatory Framework

This policy has regard, where relevant to Training Cave's role and legal status, to:

- The Equality Act 2010;
- The Human Rights Act 1998;
- The Children Act 1989 and Children Act 2004;
- Keeping Children Safe in Education 2026;
- Working Together to Safeguard Children;
- Department for Education guidance on arranging alternative provision, behaviour in schools, and restrictive interventions including reasonable force; and
- Applicable health and safety, data protection and criminal law.

Some Department for Education guidance and statutory powers apply specifically to schools and school staff. Training Cave Club Ltd is an independent alternative provision provider and does not claim a school-only power merely because a learner has been referred by a school. School guidance is used as relevant good practice, while any action by Training Cave staff must have a lawful basis that applies to this setting.

4. Principles

- Relationships, predictable routines and early support are the main means of promoting positive behaviour.
- Staff will be calm, fair and consistent while taking account of age, development, disability, special educational needs, communication needs, trauma, medical needs and known vulnerabilities.
- Reasonable adjustments will be considered so that a disabled person is not placed at a substantial disadvantage.
- A response will be proportionate to the behaviour, risk, circumstances and impact. It will not humiliate, intimidate or discriminate.
- Safeguarding takes priority. Behaviour may be a sign that a child is distressed, being harmed, has an unmet need or presents a risk to others.
- Children and young people will be listened to and involved in plans and reviews in a way that is suitable for their age and understanding.

5. Behaviour Expectations

Everyone using Training Cave is expected to:

- Treat others with respect and follow reasonable safety instructions;
- Use language and behaviour that does not threaten, harass, bully or discriminate;
- Respect personal boundaries, equipment, facilities and other people's property;
- Participate safely and follow the rules for boxing, fitness and education activities;
- Attend as agreed, arrive ready to take part and tell staff if support is needed;
- Avoid bringing weapons, illegal drugs, alcohol or other prohibited or unsafe items onto the premises; and
- Report injury, damage, unsafe conduct, bullying or a safeguarding concern promptly.

Staff will explain expectations in a form the learner or member can understand. Expectations may be adapted where a person's age, disability, special educational need, communication need or agreed plan requires a reasonable adjustment. Adjusting how an expectation is communicated or achieved does not mean ignoring behaviour that places someone at risk.

6. Promoting Positive Behaviour

Training Cave will promote positive behaviour through:

- Clear routines, boundaries and safety rules;
- Respectful relationships and consistent adult role-modelling;
- Specific praise and recognition of effort, progress and safe choices;
- Activities matched to ability, need and identified risk;
- Early identification of triggers, communication needs and barriers to engagement;
- Opportunities to pause, regulate and ask for help; and
- Restorative conversations where these are safe, voluntary and appropriate.

Staff will not use degrading treatment, collective punishment, withholding food, drink or toilet access, excessive exercise, boxing drills, sparring or physical discomfort as a consequence. A learner will not be required to apologise, mediate or meet another person where doing so would be unsafe or inappropriate.

7. Individual Support and Alternative Provision Planning

Before or at the start of an alternative provision placement, Training Cave will seek the information needed to deliver it safely. This may include the learner's needs, Education Health and Care Plan where applicable, medical information, safeguarding information, known triggers, risk assessments, attendance arrangements, agreed outcomes and emergency contacts. The commissioner should identify the respective responsibilities of Training Cave, the school or local authority and the parent or carer.

Support may include:

- An individual behaviour support or risk management plan;
- Reasonable adjustments to communication, timetable, environment, activity or supervision;
- Pastoral support, mentoring, planned movement breaks or access to a quieter supervised space;
- Agreed de-escalation strategies and known approaches that should be avoided; and
- Regular review with the learner, parent or carer, commissioner and relevant professionals.

Plans will be reviewed after a significant incident or material change. A plan may identify preventive strategies and lawful emergency responses, but it cannot provide advance consent to unnecessary or disproportionate force.

8. Responding to Behaviour Concerns

Staff will respond at the lowest level likely to be effective. They will first consider immediate safety, what the behaviour may be communicating, whether a safeguarding response is required, and whether an agreed adjustment or support plan applies.

Depending on the circumstances, responses may include:

- A reminder, redirection or clear safety instruction;
- A change of task, additional support or a short supervised break;
- Temporary removal from a particular activity where continuing would be unsafe;
- A private discussion, repair of harm or restorative conversation;
- Contact with a parent or carer and the referring school or local authority;
- Review of the learner's support plan, risk assessment or placement arrangements; and
- A formal placement review where behaviour is serious, repeated or cannot be managed safely with available controls.

A consequence must relate reasonably to the behaviour and must not compromise education, safeguarding or essential care. Staff will record significant incidents and explain decisions in language suitable for the person concerned.

9. Bullying, Discrimination and Child on Child Harm

Bullying, harassment, sexual harassment, sexual violence, discriminatory abuse, victimisation and harmful online behaviour are not accepted. Reports will be taken seriously, recorded and assessed for safeguarding action. Staff will avoid treating harmful behaviour between children as banter or an inevitable part of growing up.

The Designated Safeguarding Lead will be informed where an incident may involve abuse, exploitation, significant harm or another safeguarding concern. Protective action may include separating people, changing supervision, preserving evidence, supporting those affected and consulting parents, commissioners, children's social care or the police as appropriate. The wishes of the child will be considered, but confidentiality cannot be promised where information must be shared to keep someone safe.

10. Prohibited Items Searching and Confiscation

Training Cave does not rely on statutory search powers that may apply only to specified school staff. Staff may ask a learner or member to hand over an item voluntarily or to show the contents of a bag or outer clothing. Consent must be genuine. A refusal will be managed through risk assessment, contact with the parent or carer and commissioner, ending the activity safely, or contacting the police where necessary.

Staff will not conduct an intimate search. They will not use force solely to search for an item. If there is an immediate threat of injury, staff may take lawful and proportionate action to protect people, including calling 999. Any item taken for safety will be logged, stored securely and returned or passed to a parent, commissioner or police as appropriate. Illegal drugs, suspected weapons and evidence of an offence will not be disposed of casually.

11. Physical Contact in Boxing and Coaching

Appropriate physical contact may be needed to demonstrate a technique, adjust equipment, provide first aid or prevent an accidental injury. Staff will explain the contact, seek agreement where practicable, respect personal and cultural boundaries, and use the minimum contact needed. A learner may ask for coaching contact to stop. Staff will use a non-contact demonstration or another reasonable method where possible.

Contact that is part of boxing, pads, partner drills or sparring must follow the activity risk assessment, coaching rules, supervision requirements and the participant's ability and consent. Contact sport must never be used as a punishment, behaviour consequence or means of resolving conflict.

12. Restrictive Intervention and Physical Intervention

12.1 Threshold and purpose

Prevention and de-escalation must be attempted where they are safe and practicable. Training Cave staff may use a physical or other restrictive intervention only where they reasonably believe it is immediately necessary to prevent injury to a person or serious damage to property, and only to the extent permitted by law. Staff must not use force merely to obtain compliance, punish behaviour, overcome passive resistance, maintain good order or carry out a search.

Any intervention must use the least restrictive option and the minimum force necessary for the shortest possible time. The staff member must consider whether intervention is likely to reduce the risk or make the situation more dangerous, along with the person's age, size, disability, communication needs, medical conditions, trauma and other known vulnerabilities.

12.2 Practices that are not permitted

Training Cave does not permit:

- Force used as punishment, intimidation, pain compliance or retaliation;
- Pressure to the neck, throat, chest or abdomen, covering the mouth or nose, or any action that restricts breathing or circulation;
- Planned prone or ground restraint;
- Mechanical or chemical restraint for behaviour management;
- Deliberately taking a mobility or communication aid to control behaviour; or
- Seclusion as a behaviour consequence or planned strategy.

A person may use a supervised quieter space by agreement and must be able to leave unless preventing departure is immediately necessary and lawful to avert injury or serious damage. If an incident unintentionally moves to the ground, staff must

release or move to a safer position as soon as possible and seek medical assistance where indicated.

12.3 Staff competence and emergency decisions

Staff whose role and risk assessment indicate that intervention may foreseeably be required will receive suitable training in prevention, de-escalation, safe intervention, medical risks and recording. Training does not create a legal power or make every trained technique appropriate. In an unforeseen emergency, a staff member must act according to the circumstances and use no more intervention than is lawfully necessary.

12.4 Action after an incident

Following any restrictive or physical intervention, Training Cave will:

- End the intervention as soon as the immediate risk has reduced;
- Check the welfare of everyone involved and arrange first aid, medical assessment or emergency assistance where required;
- Inform the Director and Designated Safeguarding Lead immediately;
- Make a written record as soon as practicable and normally on the same day;
- Inform the parent or carer and the referring school or local authority as soon as practicable and normally on the same day, unless doing so may place the child at risk, in which case the Designated Safeguarding Lead will decide the safe reporting route;
- Offer suitable post-incident support and separate opportunities for the learner and staff involved to give their account; and
- Review triggers, prevention, risk assessment, support and staff practice before the next session where necessary.

Any allegation that force was inappropriate will be referred under the Child Protection and Safeguarding Policy and allegations procedure. It must not be investigated first as an ordinary behaviour matter. A complaint may also be made under the Compliments Comments and Complaints Policy.

13. Pausing or Ending Participation

13.1 Alternative provision placements

Training Cave may pause a session immediately where this is necessary to manage a serious and current safety risk. This is an operational safety decision, not a school suspension or exclusion. The parent or carer and commissioner will be informed promptly, and safe collection or other agreed arrangements will be followed. A child must not be sent away without appropriate supervision or without the responsible adult or commissioner knowing.

A longer pause or proposal to end an alternative provision placement will be decided by the Director through a formal placement review with the commissioning school or local authority. The review will consider the learner's views, safeguarding, SEND and

disability duties, support already tried, further reasonable adjustments, current risk and transition arrangements. Except where immediate risk makes attendance unsafe, Training Cave will not end a placement without reasonable notice and communication with the commissioner. The commissioner remains responsible for decisions about the child's education and for arranging suitable education when the placement is not operating.

13.2 Gym memberships and community activities

Access to a gym session may be restricted where conduct creates a safety risk or seriously affects others. A membership or community place may be ended for serious or persistent breach of rules in accordance with the applicable membership terms, safeguarding duties and equality law. The person will normally be told the reason and how to raise a complaint.

14 Roles and responsibilities

14.1 Director and management

- Approve, implement and review this policy;
- Ensure staff receive suitable induction, supervision and training;
- Oversee serious incidents and placement reviews;
- Ensure risk assessments and reporting systems are effective; and
- Review data for patterns, disproportionality and required improvement.

14.2 Designated Safeguarding Lead

- Advise on behaviour that may indicate harm, unmet need or risk;
- Manage safeguarding referrals and allegations in accordance with the safeguarding policy; and
- Support safe information-sharing with parents, commissioners and agencies.

14.3 Staff coaches tutors and volunteers

- Model respectful behaviour and apply expectations consistently;
- Know relevant plans, adjustments and risks before working with a learner;
- Use prevention and de-escalation and seek help early;
- Report and record significant incidents accurately; and
- Raise concerns about unsafe or inappropriate practice without delay.

14.4 Learners members and parents or carers

Learners and members are expected to follow the standards in section 5 and to tell staff when they need help. Parents and carers should share relevant information, support agreed plans and inform Training Cave of changes that may affect safety or

participation. These expectations do not transfer Training Cave's professional or safeguarding responsibilities to the child or family.

15. Recording, Reporting and Information Sharing

A record of a significant behaviour or restrictive-intervention incident should include:

- The date, time, location and people involved;
- What happened before, during and after the incident, including known triggers;
- Preventive and de-escalation steps attempted;
- The reason for each action and, where relevant, the type, duration and degree of physical intervention;
- Injury, damage, first aid, medical attention and safeguarding action;
- The learner's account and the accounts of staff or witnesses, clearly distinguished from established facts;
- Who was notified, when and what information was provided; and
- Follow-up support, review and agreed actions.

Records will be factual, respectful, stored securely and shared only where necessary and lawful. The Director will monitor incidents, use of restrictive intervention, placement interruptions, bullying and complaints for patterns, repeat concerns and possible disproportionate impact on protected or vulnerable groups.

16. Complaints and concerns about staff conduct

A learner, member, parent, carer or commissioner may complain under the Compliments Comments and Complaints Policy. Staff must explain how to complain and must not disadvantage anyone for raising a concern in good faith.

Where a concern suggests that an adult working with children may have harmed a child, may have committed an offence against a child or may pose a risk of harm, the Designated Safeguarding Lead must be informed immediately. The allegations process, including consultation with the Local Authority Designated Officer where appropriate, takes priority over an ordinary complaint investigation.

17 Related documents

- Child Protection and Safeguarding Policy;
- Health and Safety Policy and relevant risk assessments;
- Compliments, Comments and Complaints Policy;
- Data Protection Policy and record-retention arrangements;

- Emergency procedures and first aid arrangements; and
- Individual referral, support, risk management and placement documents where applicable.

18. Policy review

This policy will be reviewed at least annually and sooner after a serious incident, a material complaint, a change in law or guidance, a change in service delivery or evidence that the arrangements are not working effectively. Material changes will be explained to staff, and the current public version will be available on the Training Cave website.

19. Contact details

Training Cave Club Ltd

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Designated Safeguarding Lead: Jack Sunderland