



Redgate Sports: Behaviour Policy

Redgate Sports offers an environment in where children feel valued and welcomed. In addition, we base our work on an understanding of the challenges each child may face.

Our coaching approach is one which encourages children to be their best. However, we also recognise that children will sometimes struggle and may present some negative behaviours – our overall approach to this when it happens is one of de-escalation – we try to create safe space so our participants can re-engage and keep improving.

The Redgate Approach

Our behaviour policy starts with our commitment to the children we work with. Our approach to behaviour is not built around rules, sanctions and rewards – instead it is a commitment to give every child an opportunity to present their best.

Redgate Sports makes four commitments to our participants. This underpins everything that we do:

1. Providing physical activity in a psychologically safe environment
2. Developing new skills – both sport and wider life skills
3. Strengthen their support network – through mentoring, communication, teamworking
4. Remove barriers to progression – support progression towards sustained participation

Our delivery style reduces stress and helps prevent poor behaviour:

- Understand the individual issues that each child faces and develop a plan to minimise that from before they arrive at a session / venue
- Have a plan around welcome and first activity that reduces stress and builds rapport
- Always make it clear that taking part is optional and then give participants further choice in activities
- Always allow easy exit routes to safe spaces
- Our coaching style is one where we try things and learn together – the coaches are not masters of the participants

We focus on positives and improvement:

- Always praise good behaviour

- Some of the children we work with struggle emotionally – so 40mins of good and 10mins of struggle is a good day and deserves praise

Addressing Poor Behaviour

During the session we de-escalate situations and avoid conflict:

1. Ignore and refocus
2. Suggest a positive alternative
3. Move on – do something different

When poor behaviour has occurred we find a time to talk and discuss options for the future:

- Explain why the behaviour that occurred was not acceptable
- Explain and discuss the impact that the behaviour has had on other children and adults
- Discuss other choices that could be made next time
- Discuss what the barriers are to those good choices being made
- Discuss how we can help

If a situation becomes difficult and we need to intervene:

- We stay calm, do not raise our voice, do not become angry
- We move the child/children involved away from the group – to a more relaxed space
- Initially we prioritise calming down – get a drink, sit down, distract
- We discuss the behaviour and how we cannot operate safely with those behaviours
- We discuss and agree a route back to the session

Reporting Behaviour

- We report all behaviours – positive and negative
- All behaviour issues are to be reported on the Redgate tracking app
- Follow up behaviour issues with Redgate Lead Coach. Agree how to feed back to the referring partner

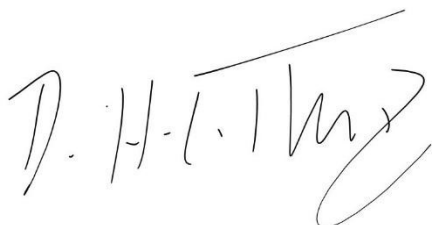
Sanctions

Our overall policy is that we do not issue sanctions.

- If children are struggling we encourage them to choose to take a break or to choose a different activity
- If a child is really struggling we call parents/carer/referring partners to discuss the options

- Referring partners may decide that sanctions are necessary – this is something that we discuss with them.

This policy is recommended for approval by:



Dan Thorp

Redgate Sports CEO and Welfare Officer

Date: 04/08/25

POLICY REVIEW:

Redgate Sports review all policies every August. Policies may be reviewed and amended more frequently if the need arises. Changes in legislation and guidance or learning from incidents/near miss event may require a review and change to take place.

Policy/ Procedure	Date Last Reviewed	Amendments Made	Date Next Review	Amended By
Behaviour	06.08.23	Addition of Review Procedure	06.08.24	DT
	01.08.24		01.08.25	DT
	04.08.25		04.08.26	SK

This policy is circulated to all staff annually. The policy is also circulated to all referring partners.

Redgate Sports holds staff training every 6 months and aspects of this policy are included in every training session.

This Policy has been developed by the Redgate Sports team and approved by the Board.