WILFRIED ZAHA ACADEMY LTD

Anti-Bullying Policy

Company number: 13426512
Registered address: Kemp House, 160 City Road, London, United Kingdom, EC1V 2NX
Contact: info@wzacademy.co.uk
Telephone: 07552302330
Policy review date: 1 November 2026
Next review date: 1 November 2027

1. Policy statement

Wilfried Zaha Academy Ltd is committed to providing a positive football environment where every child feels safe, respected and included.

Bullying of any kind will not be accepted.

2. What is bullying?

Bullying is behaviour that intentionally hurts, intimidates, humiliates or targets another person. It may happen once or repeatedly.

Bullying can include:

- Physical bullying, such as hitting, kicking or pushing.
- Verbal bullying, such as name-calling, threats or insults.
- Emotional bullying, such as exclusion or intimidation.
- Discriminatory bullying based on personal characteristics.
- Cyberbullying through messaging, social media or online platforms.
- Sexual harassment or inappropriate sexual behaviour.

3. Prevention

The Academy will:

- Promote respect and teamwork.
- Set clear expectations for behaviour.
- Encourage children to speak up.
- Ensure coaches challenge inappropriate conduct.
- Promote positive communication.
- Make children aware of how to report concerns.

4. Reporting bullying

Children, parents/carers and staff should report bullying to a coach or Academy management.

Staff must take reports seriously and act promptly.

5. Responding to bullying

The Academy will:

1. Listen to the child or person reporting the concern.
2. Take steps to ensure everyone is safe.
3. Record the concern.
4. Speak to relevant individuals as appropriate.
5. Contact parents/carers where appropriate.
6. Decide on suitable action.
7. Monitor the situation to ensure the behaviour stops.

Where behaviour involves safeguarding concerns, abuse, threats or serious harm, the Academy's safeguarding procedures will also apply.

6. Consequences

Depending on the seriousness and circumstances, action may include:

- A verbal warning.
- A meeting with the child and parent/carer.
- A behaviour agreement.
- Temporary removal from an activity.
- Suspension or exclusion from Academy activities.

Any action will be proportionate and take account of the children's welfare.

7. Support

The Academy will support children affected by bullying and, where appropriate, help children who have displayed bullying behaviour understand and change their actions.

8. Review

This policy will be reviewed annually.

Approved by: Dan Pringle
Approval date: 1 November 2026
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