WILFRIED ZAHA ACADEMY LTD

Codes of Conduct Policy

Company number: 13426512
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Policy review date: 1 November 2026
Next review date: 1 November 2027

1. Purpose

Wilfried Zaha Academy Ltd expects everyone involved in its football programmes to behave respectfully and responsibly.

These codes of conduct help create a safe, enjoyable and positive environment for children.

2. Coaches and staff code of conduct

All coaches and staff must:

- Put children's welfare first.
- Treat every child fairly and respectfully.
- Lead by positive example.
- Use appropriate language and behaviour.
- Encourage effort, development and teamwork.
- Maintain professional boundaries.
- Follow safeguarding and health and safety policies.
- Never bully, humiliate or discriminate against a child.
- Never use physical punishment.
- Avoid inappropriate one-to-one contact.
- Report safeguarding concerns promptly.
- Respect confidentiality and data protection requirements.
- Follow Academy procedures and management instructions.

3. Players' code of conduct

All players are expected to:

- Respect coaches, teammates, opponents and officials.
- Listen to instructions.

- Treat everyone fairly.
- Encourage teammates.
- Avoid bullying, fighting and abusive language.
- Respect equipment and facilities.
- Try their best and demonstrate good sportsmanship.
- Follow safety instructions.
- Tell a coach if they feel unsafe or are worried about something.

4. Parents and carers' code of conduct

Parents and carers are expected to:

- Treat coaches, staff, children and other parents respectfully.
- Encourage children positively.
- Support the Academy's coaching decisions.
- Avoid shouting, abusive language or aggressive behaviour.
- Avoid pressuring children to perform.
- Raise concerns through the appropriate Academy channels.
- Provide accurate emergency and medical information.
- Follow drop-off and collection procedures.
- Respect photography and privacy arrangements.
- Support the Academy's safeguarding and inclusion commitments.

5. Unacceptable behaviour

The Academy will not tolerate:

- Bullying or harassment.
- Discrimination.
- Threatening or abusive language.
- Violence or intimidation.
- Inappropriate contact with children.
- Deliberate damage to property or equipment.
- Behaviour that puts children's safety at risk.

6. Breaches of the code

Where a code is breached, the Academy may take appropriate action, including:

- A verbal or written warning.
- A meeting with the individual or parent/carer.
- A behaviour agreement.
- Removal from a session.
- Suspension or exclusion from Academy activities.

Serious safeguarding concerns will be dealt with under the safeguarding policy and referred to relevant authorities where necessary.

7. Review

This policy will be reviewed annually.

Approved by: Dan Pringle
Approval date: 1 November 2026
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