WILFRIED ZAHA ACADEMY LTD

Equality, Diversity and Inclusion Policy

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

1. Policy statement

Wilfried Zaha Academy Ltd is committed to creating an inclusive football environment where every child is treated fairly, respectfully and with dignity.

The Academy aims to ensure that all children have the opportunity to participate, develop and enjoy football regardless of their background or personal circumstances.

2. Our commitment

The Academy will:

- Treat all children fairly and respectfully.
- Promote equal opportunities.
- Challenge discrimination and inappropriate behaviour.
- Encourage positive attitudes towards diversity.
- Make reasonable adjustments for disabled participants where required.
- Consider individual needs when planning activities.
- Promote an environment where children feel welcome and valued.

3. Protected characteristics

The Academy does not tolerate unlawful discrimination related to protected characteristics under the Equality Act 2010:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race, including colour, nationality and ethnic or national origin.

- Religion or belief.
- Sex.
- Sexual orientation.

4. Inclusive coaching

Coaches should:

- Adapt activities to suit different abilities where reasonably possible.
- Encourage participation and teamwork.
- Avoid favouritism.
- Use respectful and inclusive language.
- Challenge discriminatory language or behaviour.
- Ensure children are not excluded unfairly.

5. Discrimination and harassment

Discrimination, harassment, victimisation and bullying will not be tolerated.

Any concerns must be reported to Academy management and addressed appropriately.

6. Parents and carers

Parents and carers are expected to support the Academy's commitment to equality and inclusion and treat staff, children and other families respectfully.

7. Complaints

Any child, parent/carer or staff member who experiences or witnesses discrimination should report it to Academy management.

All complaints will be taken seriously and handled fairly.

8. Review

This policy will be reviewed annually.

Approved by: Dan Pringle
Approval date: 1 November 2026
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