

ZEN COMBAT ACADEMY LTD

CHILDREN & YOUNG PERSONS CODE OF CONDUCT

For all students under 18 years of age

Be Safe • Be Respectful • Be Kind • Be Your Best

Organisation	Zen Combat Academy Ltd
Applies to	All children and young people under 18
Effective date	September 2026
Review date	September 2027 or sooner if required
Version	1.0

This code works alongside Zen Combat Academy Ltd safeguarding, equality, safe practice, photography/filming, travel and complaints procedures.

1. Why we have this Code

Zen Combat Academy Ltd wants every child and young person to feel safe, welcome, respected and able to enjoy their martial arts training. This Code explains the behaviour we expect from young students and the standards that help keep everyone safe.

Your voice matters. If something does not feel right, you are worried about yourself or somebody else, or you do not understand what is happening, tell a coach, instructor, parent/carer or another trusted adult. You will be listened to and taken seriously.

2. Keeping Yourself and Others Safe

- Listen carefully to coaches and instructors, especially during demonstrations, sparring, padwork, grappling, fitness activities and use of equipment.
- Follow safety instructions and use the correct protective equipment for the activity.
- Tell a coach before training if you are injured, unwell, taking medication that may affect training, or if something hurts during a session.
- Do not attempt techniques, sparring, throws, locks, weapons work or other activities unless a coach has said it is safe and appropriate for you.
- Stay in the areas you are meant to be in during classes, events and trips. Do not leave the venue, training area or group without permission.
- Never pressure another student to train, spar or take part in contact they are uncomfortable with.
- Report damaged equipment, unsafe behaviour, spills, hazards or anything else that could cause an injury.

3. Respect, Equality and Inclusion

- Treat every student, coach, volunteer, official and visitor with respect.
- Welcome people of different abilities, disabilities, ages, backgrounds, cultures, beliefs and identities.
- Never bully, threaten, intimidate, humiliate, exclude or deliberately upset another person.
- Never use racist, sexist, homophobic, transphobic, disability-related or other discriminatory language, gestures or behaviour.
- Respect that some students may communicate, learn, move or take part differently and may need additional support or reasonable adjustments.
- Do not make fun of another person because they need help, use adapted equipment, communicate differently or learn at a different pace.

4. Training Behaviour and Sportsmanship

- Arrive on time and ready to train. If you are late or unable to attend, follow the arrangements given by your coach or parent/carer.
- Bring the correct kit and equipment and keep it clean and safe to use.
- Take care of the Academy, mats, bags, pads, changing areas and equipment.
- Try your best, but remember that learning, confidence, effort and progress matter more than winning.
- Encourage teammates and celebrate their progress. Do not laugh at mistakes or criticise someone for finding a technique difficult.
- Follow the rules of your martial art, class, grading, competition or event.
- Respect referees, judges, coaches and officials. If you disagree with a decision, stay calm and speak to your coach rather than arguing.
- Be gracious in victory and respectful in defeat.

5. Behaviour, Language and Substances

- Do not use threatening, abusive, sexual, degrading or deliberately offensive language.
- Do not fight, assault, deliberately hurt or intimidate another person outside of supervised training activities.
- Do not bring weapons, illegal drugs, alcohol, nicotine products or other prohibited substances to Academy activities.
- Do not attend training or events under the influence of alcohol or illegal drugs.
- Do not encourage another young person to break safety rules, hide an injury, bully someone or take part in inappropriate behaviour.

6. Phones, Social Media, Photos and Messages

- Use phones and social media responsibly and never use them to bully, threaten, embarrass or target another person.
- Do not secretly photograph, film or record people in changing rooms, toilets, private areas or other situations where privacy is expected.
- Follow the Academy Photography & Filming Policy and any instructions given at classes, events or competitions.
- Do not post inappropriate images, videos or comments about other students, coaches or the Academy.
- Tell a trusted adult if you receive worrying, sexual, threatening or inappropriate messages connected to training or another Academy member.
- Never feel that you have to keep an unsafe or inappropriate message, conversation or behaviour secret from your parent/carer or safeguarding team.

7. Competitions, Events and Travel

- Follow the instructions of your coach, team manager, parent/carer and event officials.
- Stay with the agreed group and follow any curfew, accommodation, transport or supervision arrangements.

- Tell the responsible adult if you need to leave an area, feel unwell, are injured, become separated from the group or feel unsafe.
- Represent Zen Combat Academy Ltd positively and respectfully when visiting other clubs, venues and events.

8. Speaking Up and Safeguarding

You will never be in trouble for raising a genuine safety or safeguarding concern. Tell an adult you trust if:

- someone hurts you, frightens you, bullies you, threatens you or makes you feel uncomfortable;
- an adult or another young person asks you to keep a worrying or inappropriate secret;
- someone touches you in a way that feels wrong or is not part of appropriate, explained and supervised training;
- you see another student being bullied, harmed, pressured or treated unfairly;
- you are worried about something happening online, through messages or social media;
- you do not feel safe during training, travel, competitions, changing arrangements or one-to-one activity.

If you are in immediate danger: move to a safe place if you can, get help from a trusted adult and call 999 in an emergency.

9. If This Code Is Not Followed

If behaviour falls below this Code, Zen Combat Academy Ltd will deal with it fairly and proportionately. Depending on the situation, this may include:

- a reminder or discussion with the student;
- involving the parent or carer;
- additional supervision or a behaviour agreement;
- removal from a particular activity, class, event or competition;
- a temporary suspension or, in serious or repeated cases, removal from the Academy;
- a safeguarding referral or contact with statutory authorities where required.

Serious safeguarding concerns will not be treated as ordinary discipline matters and will be handled under the Academy safeguarding procedures.

10. Your Agreement

By signing below, the student confirms that this Code has been explained in a way they can understand and that they will do their best to follow it. Parents/carers are asked to support the student in meeting these expectations.

Student name	
Student signature	
Parent / carer name	
Parent / carer signature	
Date	

Questions or concerns: support@zencombatacademy.co.uk

Approved by	Zen Combat Academy Ltd Management
Approval date	September 2026
Next review	September 2027 or sooner if required