



Policy Title	ZERO TOLERANCE POLICY
Committee responsible	Ethos & Curriculum committee
Last reviewed	November 2021
Next review due	November 2024
Who is governed by this policy	All visitors to the school
Available on website	YES

ZERO TOLERANCE POLICY

1. Introduction

This policy relates to the behaviour of all adults in school.

All members of a school community are entitled to be able to work, study or visit without fear of verbal or physical assault. It is the purpose of this policy to promote and support this entitlement and provide guidance to all school stakeholders as to how this might occur.

2. Underlying Principles

- The relationships between parents / visitors and this school are greatly valued; partnership working is seen as enhancing the education of pupils in the school.
- Parents and visitors are welcome to come into school to discuss matters of concern with members of staff.
- All meetings held in school are by mutual consent.
- All meetings will take place in an atmosphere of mutual respect and trust.
- School staff and parents / visitors will act reasonably and responsibly in dealing with issues of concern.
- Parents with concerns / complaints about pupils other than their own should not deal with the pupil in question but should address their concerns to a member of school staff.
- All parties will work together to resolve difficulties, even when they relate to matters of a personal nature.
- Parents should allow the school a reasonable period of time to investigate complaints / concerns, in compliance with the school's complaints procedures.
- Acts of an intimidating or threatening nature will not be tolerated.
- Offensive or abusive language will not be tolerated.
- The school will not tolerate the use of mobile phones, the email system, the internet or the intranet for illegal or inappropriate activities such as citing confidential information about other employees, the school or its customers or suppliers.

3. Policy

The above principles will be recognised and put into practice in contacts between school and parents. Warnham School operates a zero tolerance policy towards breaches of the above principles.

While school is in session, entry for visitors is restricted to a single point, staffed at all times. The outside gate is kept locked and visitors should ring the entry bell to gain admittance.

If a visitor enters the premises and refuses to leave, this behaviour may give rise to a criminal offence. Staff will request the person to leave the premises but should not place themselves in a position of risk. If violence is threatened, or if there is a breach of the peace or a likelihood of this, the police will be informed by an emergency call.

Meetings with parents or visitors will be through an appointment system for general enquires, support and advice. However it is recognised that emergency meetings may need to be convened at short notice and in this case all parties will endeavour to meet at the earliest opportunity.

Where parents or visitors do not conduct themselves in an appropriate manner during meetings or discussions the meeting will be terminated and the parent / visitor asked to leave the premises. Where conduct has been such as to warrant it, the police will be informed. The school will instigate proceedings (through the Legal Services Department) to ban persons acting in such a manner from the school premises.

A record will be maintained in school of all incidents involving intimidating or threatening behaviour towards staff.

4. Review

This policy will be reviewed by governors on the cycle of review which the school has adopted.