

St. Andrew's C of E VC Lower School

Zero Tolerance Policy

Introduction

Staff face on a daily basis the challenge of trying to deliver an effective educational service at pupil, classroom and managerial level. Our staff also work positively towards developing a working partnership with parents, guardians and other family members (from here on referred to collectively as parents).

Policies and procedures are in place to protect our individual pupils and staff as employees and as such parents are strongly advised to follow these procedures.

Occasionally, it has been known for parents to behave in an unacceptable way towards staff. The LEA and school Governors have a statutory obligation to ensure the provision of a safe and secure environment for all our staff and pupils. This policy aims to provide clear guidelines for the management of unwanted behaviour.

Behaviours not acceptable on school premises (including car park and playground):

- Screaming, shouting and loud intrusive conversation.
 - Threats or threatening behaviour.
 - Malicious allegations relating to staff, other parents, Governors or visitors.
 - Harassment and Bullying.
 - Offensive Language, including derogatory, sexist or racist remarks.
 - Intimidating behaviour – verbal or non-verbal.
 - Inciting hatred and hostility towards others.
 - Wilful damage to property.
 - Theft.
 - Violence – to people or property.
 - Offensive sexual gestures or remarks.
- Any of the above behaviours being performed on social media platforms is also unacceptable.

Procedure

All parents are strongly advised to follow the existing procedure for concerns and complaints (see the Complaints Policy which is available on the school website under 'School Policies').

Any parent behaving unlawfully will be reported to the police.

Procedure if unacceptable behaviour should occur:

Stage 1- The parent will be shown the Public Notice about what behaviours are unacceptable.

Stage 2- Head Teacher will give an informal warning about consequences should the behaviour persist.

Stage 3- Failure to desist will result in a formal letter outlining the consequences should the behaviour persist and it will state clear boundaries/ rules for a given time.

Stage 4- Failure to desist will result in a second and final formal letter stating affirmative action with a given time period.

Throughout the process a parent can be reassured their children's care and education will not be affected in any way.

In all cases, the Head Teacher exercises the right, with the full support of the governing body to make a judgement as to which stage to implement based on the nature and severity of the incident.

Public Notice to be shown to a parent if necessary

ZERO TOLERANCE POLICY

Our staff and pupils have the right to work and learn in a safe and supportive environment.

Behaviours unacceptable on school premises are (including car park and playground):

- Screaming, shouting and loud intrusive conversation.
 - Malicious allegations towards other parents, staff, Governors and visitors.
 - Threats or threatening behaviour.
 - Offensive Language.
 - Intimidating behaviour –verbal or non-verbal.
 - Harassment or bullying towards staff.
 - Intimidating behaviour – verbal or non-verbal.
 - Inciting hatred and hostility towards others.
 - Wilful damage to property.
 - Theft.
 - Violence towards people or property.
 - Derogatory, sexist or racist remarks.
- Any of the above behaviours being performed on social media platforms is also unacceptable.

Violence towards staff is a crime. A copy of the Zero Tolerance Policy is available upon request in the school office.