



Zero Tolerance Policy

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

Introduction:

All members of the school community are entitled to be able to work, study or visit without fear of any form of assault.

Parental involvement is an important factor in educational success and in dealing with emerging problems at an early stage. In a few cases, the behaviour of a few parents can cause severe disruption or worse, resulting in abusive or aggressive behaviour towards staff and/or other children.

This policy details how the school will deal with unwanted behaviour by the parents of a child and / or visitors.

Behaviours not acceptable on / off school premises:

- Screaming, shouting, loud intrusive conversation
- Threats or threatening behaviour
- Malicious allegations relating to staff, other parents, governors and visitors
- Harassment and bullying
- Offensive language, including derogatory, sexist, racist remarks
- Intimidating behaviour – verbal or non-verbal
- Inciting hatred and hostility towards others
- Wilful damage to property
- Theft
- Violence – to persons or property
- Offensive sexual gestures or remarks

Any parent / visitor displaying behaviour as mentioned above will be reported to the police.

Procedures:

- All parents are strongly advised to follow the existing procedure for concerns and complaints, (See Complaints Policy)
- Parents are invited to make an appointment to speak to their child's class teacher should an issue arise that they wish to discuss
- The class teacher should record the issue/matter discussed and decide on an outcome together with the parents. If an agreement cannot be reached and further action is required then the matter should be recorded and handed over to a management staff member
- The class teacher may refuse to speak to a parent if the level of aggression is deemed to be unacceptable. In this case, a senior member of staff should be sent for, or the parent encouraged to come to the main office and ask for a senior member of staff
- When a matter is referred to a senior member of staff, that member of staff will reassure the parent that the matter will be fully investigated, written down and reported back to the parent
- Any member of staff has the right to call 999 and seek assistance should they be confronted by verbal abuse or the threat of physical assault against them

Should Unacceptable Behaviour Occur:

Stage 1: The Principal will give an informal warning about consequences should the behaviour persist.

Stage 2: If the behaviour persists, the Principal will give a formal letter outlining the consequences and state clear boundaries/ rules for a given time.

Stage 3: If the behaviour still continuous then the Principal has the right to dismiss the family from the school and the Police and LEA may be informed to take further action.

The Local Authority may also decide to use the following legal measures:

- Section 222 Local Government Act 1972
- Anti Social Behaviour Orders
- Protection from Harassment Act 1997
- Criminal Damage Act 1971
- Section 39 of Criminal Justice Act 1988

In all cases, the Principal 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.

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

This policy has been read and approved for Date Valley School, by the School Principal and the Date Valley Trust Policy Committee.

Date: June 2013