

Kilburn Infant & Nursery School

ZERO TOLERANCE POLICY

All members of the school community have a right to expect that their school is safe. Our staff work positively towards developing a working partnership with parents, multi-agencies and the local community. We have a very strong ethos of respect and tolerance at our school, which we teach the children, and expect all adults within our premises to abide to. We further expect that all adults within our premises act as 'role models' for the children.

Policies and procedures are in place to protect our individual pupils and staff as employees. Occasionally, the behaviour of adults on our premises includes abusive or aggressive behaviour towards staff/or other children.

Aims and objectives

The Head teacher, School Governors and the Local Authority have a statutory obligation to ensure the provision of a safe and secure environment for all.

This policy aims to provide clear guidelines for the management of unwanted behaviour.

Behaviours not acceptable in school or on school premises

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

Procedure

Stage 1 All incident of unacceptable behaviour by adults will be reported to the Head teacher (J Baillie).
The reporting adult will be asked to complete an 'Incident Form'.
(Appendix A)

Stage 2 If this is the first incident, the Head teacher will write to the adult outlining expectations of adults on the school premises.

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

Stage 4 Failure to desist will result in a third and final formal letter stating affirmative action with a given time period. There are no rights of appeal in this incidence.

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.

Any parent behaving unlawfully will be reported to the police. Governors will actively seek the maximum penalties available by law.

Links with additional school policies

All policies of Kilburn Infant & Nursery School are reviewed and adopted by the Governing Body on a three-year cycle. All policies are available to view on request to the Head teacher, and some policies are sent out annually to parents/carers.

Many policies, practices and procedures are inter-related, including:

Accessibility; Administering Medicines; Admissions; Anti-bullying; Arts; Asthma; Assessment; Attendance; Behaviour Principles; Breast Ironing; British Values; CCTV; Charging; Child on Child abuse; Child Protection; Code of Conduct; Complaints; Confidential Reporting Code; Critical Incident Management Plan; Curriculum; Data Protection; Debt Management; Disciplinary Procedure for School Staff; Dinner Money; Disability; Drugs; Educational Visits; Exclusion; External Contributors; Extremism & Radicalisation; EYFS; First Aid; Financial Regulations; Financial Procedures; Food; Freedom of Information; Governors' Expenses; Grievance; Health & Safety; Homework; Home + School Agreements; Intimate/Personal Care; IT & Disaster Recovery; Lockdown Procedures; Looked After Children; Managing Allegations; No Smoking; Online Safety; Pay; PSHE; Physical Intervention; Promoting British Values; Protected Characteristics; Private Fostering; Recruitment; Redundancy; Relationships: Relationship, Sex & Health (RSHE); School Privacy Notice; School Travel Plan; SEN; SMSC; Statement of Internal Control; Stress Management; Supporting Pupils with Medical Conditions; Teacher Appraisal; Uniform & Appearance; Vexatious Complaints; Violence; Violent & Abusive Visitors; Zero Tolerance

Dissemination, Responsibility & Reviews

All relevant members of staff and the school community will receive a copy of this policy. Policy reviews/amendments will include statutory changes, and school community feedback and ideas.

The Head teacher and relevant staff will keep up to date with developments in this area by attending all relevant training, accessing literature, and cascading information to the school community.

J. Baillie

Headteacher

Policy reviewed by Governors: **Summer 2025**

'Zero Tolerance' Incident Form (Appendix A)

This includes trespass, nuisance or disturbance on school premises, verbal abuse, sexual or racial abuse, threats, aggression, physical violence and intentional damage to personal property.

This form should be completed as fully as possible (please use a continuation sheet if necessary).

For an incident involving or witnessed by a pupil a member of staff should complete the form on their behalf. However, any discussion between one witness and another should not precede completion of the form, as this might lead to allegations of collusion.

Date of incident:

Time:

Member of staff reporting incident:

Names/details of trespasser/assailants (if known):

Witness (es) if any: