



ZERO TOLERANCE PROCEDURE

Adopted : December 2018

Reviewed: February 2023

Fishponds Church of England Academy strives to be a fully inclusive school. Our Vision statement is **Loving to Learn, Learning to Love** and this is underpinned by the Bible Passage 1 Corinthians 13 v 4-7:

Love is patient and kind; love does not envy or boast; it is not arrogant⁵ or rude. It does not insist on its own way; it is not irritable or resentful;⁶ it does not rejoice at wrongdoing, but rejoices with the truth.⁷ Love bears all things, believes all things, hopes all things, endures all things. (1 Corinthians 13 v4 -7 Bible ESV)

We have chosen 12 core values that we feel underpin that passage and we strive to teach and live these values together as a school.



INTRODUCTION

All members of the Fishponds CE Academy 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.

UNDERLYING PRINCIPLES

- The relationships between parents/visitors and this school are greatly valued; partnership working enhances the education of our pupils.
- 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 uphold the values of our school, at all times.
- 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 raise their concerns with a member of the 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 and/or concerns, in compliance with the school's Complaints Procedures.
- Acts of an aggressive, intimidating or threatening nature will not be tolerated.
- Offensive or abusive language will not be tolerated.

PROCEDURE

The above principles will be recognised and put into practice in contacts between school and parents. Fishponds CE Academy operates a Zero Tolerance Procedure towards breaches of the above principles.

When school is in session, entry for visitors is restricted to a single entry point (the Main Entrance), staffed at all times. To gain access to the outer premises visitors should ring the entry bell on the gates to gain admittance.

Visitors are monitored and are escorted while on the premises. Hosts are responsible for visitors during their stay.

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, 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 should 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 their 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.

The school will notify parents of Zero Tolerance Procedures on a regular basis and will display the poster (attached to this document) in prominent positions around the school.



WELCOME TO FISHPONDS CE ACADEMY

**NOTICE TO ALL PARENTS, VISITORS, AND CHILDREN
AT FISHPONDS CE ACADEMY**

**This is a
ZERO TOLERANCE ZONE**

Inappropriate language, threats or acts of aggression will not be tolerated on these premises.

Anyone behaving in such a way will be asked to leave; they may receive a ban from the premises and their behaviour may be reported to the police.