



Faith is all around us.
 We have to have faith in ourselves in order to be the best that we can be.
 We are a small school, with big hearts and together we beat as one.
 Sowing seeds of knowledge and faith, with nurture and love;
 we thrive, we grow.

Wistow Parochial C of E Primary School

Head Teacher: Carla White

Zero Tolerance Policy

Document Status		
Date of Next Review	March 2027	Responsibility – Full Governing Body
Date of Policy Creation	March 2020	Responsible Governor Name
Date of Review and Ratification at FGB Meeting	March 2026	Allen Blake
Policy Publication/Communication <input type="checkbox"/> On the school website <input type="checkbox"/> Shared staff network drive <input type="checkbox"/> Updates to staff in staff meetings		<i>Signed off by the above named Governor during the full governing body meeting held on the date stated as ratified.</i>

We, the Governing Body and Head Teacher, strongly believe that our school should be a welcoming and safe place for our children, staff, parents and visitors alike and that our parents share that belief. We have legal responsibilities for the safeguarding and wellbeing of children and staff, and a duty of care to all users of our school.

All adults who enter our school site at any time set examples of behaviour and conduct which influence children and young people and we believe that they should therefore demonstrate high standards of conduct in order to encourage our pupils to do the same. Parents and carers must show respect to all other parents and carers, children and staff.

All members of staff have the right to work without fear of violence and abuse and we expect all parents, carers and other visitors to behave in a reasonable way at all times. These behaviours are expected in person, online and in communications.

Adults who do not behave in an acceptable manner in person, in parent groups or online, may be asked to leave the site or not come onto site. and the Head Teacher has the right to further restrict their access. The process for restriction of access in relation to parents and carers, should their behaviour

be deemed as unacceptable, will be explained to the parents in a letter. The school may also restrict communication where it is not polite and respectful.

Behaviour which is regarded as unacceptable includes:

- Physical abuse (including pushing, hitting, poking, punching and kicking), threatening, oppressive or aggressive behaviour or use of offensive language towards other adults, staff or children (either in person or over the telephone)
- Using offensive language towards other adults, staff or children either in person, on the telephone or on-line
- Approaching someone else's child in order to question or chastise them
- Using aggressive hand gestures
- Swearing
- Being dishonest to school staff
- Commenting or posting unacceptable or offensive comments about the school or staff on-line, in mobile phone groups or on any social media forum
- Breaching school's security measures
- Attempting to gain entry to any part of the school in disregard of procedure or without permission
- Entering the school site under the influence of alcohol or drugs
- Bringing alcohol or drugs onto school premises
- Excessive consumption of alcohol at school events
- Smoking anywhere on the school site (including electronic cigarettes)
- Bringing dogs, with the exception of Assistance Dogs, on to the school site without the explicit permission of the Head Teacher
- Damaging or destroying school property
- Displaying any signs and/or handing out notices or sending messages which could cause unreasonable upset and/or harm to any member of staff, governor, parent or child

The above list shows examples of unacceptable behaviour, however, this is not exhaustive. Should any of the above occur on school premises, or any other behaviour which is considered unacceptable, the school may feel it is necessary to take action by contacting the appropriate authorities or considering restricting the offending adult/s from entering the school premises.

School-related issues which parents or carers have concerning school, pupils or their families must be brought to the attention of a member of staff. Parents or carers must not try to resolve any issues themselves by direct action on site. If issues cannot be successfully resolved by speaking to a staff member, parents' and carers' correct course of action is to use our Complaints Procedure as appropriate.

We expect all communication between parents and school to be conducted in a polite and respectful manner. Communication may be similarly restricted if it becomes unacceptable.

Social Media

On occasions, some parents are tempted to make comments about the school, school staff, other parents and/or pupils on social media. Social media is not the forum for raising concerns or complaints about the school. If parents have a concern about the school, they can raise their concern directly with the class teacher initially. Should they feel this has not improved their concerns, they would next speak to the Head Teacher. After following these steps and if concerns are not resolved, then complaints can be raised through the school's Complaints Procedure, which can be found on the school's website.

Parents and carers should take care when posting messages on social media and in chat groups online. Parents are expected to treat everyone with kindness, respect and professionalism – even on social media - and adults should set a good example to their children and other pupils. Do not use social media to criticise the school or its staff or pupils or make inappropriate comments.

In the event that any pupil or parent/carer of a pupil is found to be posting inappropriate comments on social media, they will be reported to the appropriate 'report abuse' section of the social media site and consideration will be given to taking further action. Making potentially defamatory, offensive or derogatory comments about others on social media could have legal implications. In addition, threats of violence can lead to a criminal action. The school will also expect any pupil or parent/carer to remove such inappropriate comments immediately.

Legal framework

Under Section 547 of the Education Act 1996 it is an offence for any person to be on school premises to cause or permit a nuisance or disturbance. It provides the right to remove and prosecute any person who is believed to have committed an offence.

Whilst a parent or carer of a child attending the school normally has implied permission to be on the school premises at certain times and for certain purposes, this permission may be withdrawn if the parent or carer exhibits behaviour which the Head Teacher believes is unreasonable. This also applies to all other individuals invited into the school for other reasons.

In the event of any parent/carer/visitor breaching this policy then proportionate action will be taken, for example:

- Parents, carers or other visitors exhibiting unacceptable behaviour could have their access restricted, which prevents access to the school premises.
- Anyone who has had their access restricted and then ignores the restriction and enters the school site may be removed from the school site and prosecuted, if it is believed they have committed an offence.
- The Governing Body, in conjunction with the Head Teacher and (e.g. North Yorkshire Council if it is a maintained school), will take the lead in authorising the removal of a person believed to be causing a nuisance or disturbance, and, if necessary, will bring legal proceedings against them.

In cases where the unacceptable behaviour is considered to be a serious and potentially criminal matter, the concerns will in the first instance be referred to the Police. This will include any or all cases of threats of violence, and actual violence, to any child, staff, visitor, contractor or Governor of the school. This will include anything which could be seen as a sign of harassment of any member of the school community, such as any form of insulting social media post or any form of social media cyberbullying.

We wish to continue our strong and successful home/school partnerships with all our families and we depend on the entire school community to help us maintain and improve our children's learning. We want our parents and carers to be supportive and friendly and know that we value them and their support and input into school.

Our parents/carers must recognise that educating children is a process that involves partnership between home and school and understand the importance of a good working relationship to equip children with the necessary skills for adulthood. For these reasons, we welcome and encourage parents/carers to participate fully in the life of our school. The purpose of this code is to provide a reminder to all parents, carers and visitors about expected conduct to ensure a safe and positive school environment for our children

Thank you for your cooperation.