



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	<b>March 2027</b>	<b>Responsibility – Full Governing Body</b>
Date of Policy Creation	<b>March 2020</b>	Responsible Governor Name
Date of Review and Ratification at FGB Meeting	<b>May 2026</b>	<b>Allen Blake</b>
<b>Policy Publication/Communication</b> <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>

### Statement of Intent

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. We expect them to 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 at all times.

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 communication.

## **Additional Parent Partnership Expectations**

To further support a positive and safe school environment, parents and carers are expected to:

- Support school routines by ensuring children arrive punctually, appropriately dressed and ready to learn and collect children on time at the end of the day
- Use appropriate communication channels and respect that staff cannot engage in detailed discussions during arrival, dismissal or while supervising pupils
- Allow the school to investigate incidents fully, avoiding speculation or sharing unverified information within the parent community
- Respect professional boundaries, including not contacting staff through personal accounts or outside agreed methods
- Encourage children to manage friendships and disagreements appropriately, supporting the school's role in resolving issues
- Engage respectfully and constructively with staff, focusing on solutions and the best interests of the child
- Ensure younger siblings are well supervised when on school premises
- Follow expectations at school events, ensuring behaviour supports a safe and positive experience for all children
- Respect confidentiality by not discussing other children, families or incidents beyond their own child

## **Respect for Professional Expertise**

Parents and carers are expected to recognise and respect the professional role of school staff. Our staff are trained and experienced in supporting children's learning, wellbeing and behaviour, and their knowledge and judgement should be trusted. Parents should avoid undermining staff decisions in front of children or within the wider school community, as this can impact a child's confidence and respect for learning. Parents are also asked to value the significant time and care staff invest in planning, preparing and delivering high-quality teaching, as well as ensuring that children's experiences in school, on school visits and overnight residentials are safe, engaging and enriching. A positive and trusting relationship between home and school enables staff to provide the best possible support for every child's development.

## **Expectations of Behaviour**

Adults who do not behave in an acceptable manner, in person, in parent groups or online, may be asked to leave the school site. The Head Teacher has the right to further restrict access. The process for restriction of access will be explained in writing. Communication may also be restricted if it is not polite and respectful.

## **Unacceptable Behaviour**

Behaviour regarded as unacceptable includes (this is not exhaustive):

- Physical abuse (e.g. pushing, hitting, poking, punching or kicking)
- Threatening, aggressive or oppressive behaviour
- Use of offensive language towards adults or children (in person, on the telephone, e-mails or online)
- Approaching or chastising another person's child
- Aggressive hand gestures or swearing
- Dishonesty towards school staff
- Posting inappropriate or offensive comments about the school or its community online or in messaging groups
- Breaching school security procedures or attempting unauthorised entry
- Entering site under the influence of alcohol or drugs, or bringing these onto site
- Excessive alcohol consumption at school events
- Smoking or vaping on school premises
- Bringing dogs onto site without permission (excluding assistance dogs)
- Damage to school property
- Distributing content that may cause upset or harm to members of the school community

## **Raising Concerns**

School-related concerns must be brought to a member of staff. Parents must not try to resolve issues themselves on site.

If you have any concerns, please follow the order below:

1. Speak to the class teacher
2. Escalate to the Head Teacher
3. Use the formal Complaints Procedure

## **Communication Expectations**

All communication with the school must be honest, polite, respectful and appropriate in tone. Parents and carers are expected to communicate in a way that reflects how they would wish to be spoken to themselves, including in written correspondence such as emails. We do not tolerate unkindness, disrespectful language or aggressive communication in any form. Where communication falls below this standard, the school will not engage in direct response and correspondence may be escalated to the Head Teacher or, where appropriate, the Chair of Governors. The school may restrict communication where this standard is not met.

Parents are also asked to be mindful of teachers' directed hours, which are largely dedicated to teaching, learning and providing feedback to pupils. As such, responses

to emails or queries will not always be immediate; however, staff will respond as soon as reasonably and practically possible.

## **Social Media**

Social media must not be used to raise concerns or complaints about the school. Parents are expected to:

- Communicate concerns directly with the school
- Use respectful and appropriate language online
- Avoid criticism of staff, pupils or families
- Remove inappropriate content when requested

Inappropriate use of social media may lead to reporting, further action, or legal consequences where applicable.

## **Deep fakes and Digital Manipulation**

Deep fakes are images, videos, or audio that have been digitally altered to make it look like someone said or did something they did not. While these can sometimes be used for entertainment, they can also be harmful, especially when used to embarrass, bully, or misrepresent others. At our school, we have a zero-tolerance approach to the creation, sharing, or use of deep fakes or any digitally manipulated content that could hurt, upset, or damage the reputation of another pupil, member of staff, or the wider community. We ask parents to support us by monitoring children's online activity and reinforcing the importance of kindness, honesty, and respect in all digital interactions.

## **Legal Framework**

Under Section 547 of the Education Act 1996, it is an offence to cause a nuisance or disturbance on school premises. Permission to be on-site may be withdrawn if behaviour is deemed unreasonable.

## **Consequences of Breach**

Where this policy is breached, the school may:

- Issue warnings
- Restrict access to the school site
- Remove individuals from the premises
- Involve external agencies, including the police where appropriate

Serious incidents, including threats, violence or harassment, will be referred to the police.

## **Working in Partnership**

We truly value strong home–school partnerships and encourage parents to be active participants in school life. Respectful relationships enable us to provide the best possible environment for all children and showing that we work together is a wonderful way to reinforce to the children of teamwork.

Educating children is a shared responsibility, and we rely on everyone’s co-operation and mutual respect to support their development.

Thank you for your continued support in maintaining a safe, respectful and positive school environment.