



NORTON JUXTA KEMPSEY C.E. PRIMARY SCHOOL

"Together with love and joy of God, we will discover, develop and maximise our unique potential."

ZERO TOLERANCE POLICY

Signed by:	
Head Teacher	Julia Dean
Chair of Governors	Daisie Barnett
Date Reviewed	21st July 2025
Date of next Review	September 2028
Date received by GB	25th September 2025

AMENDMENT HISTORY

Date	Issue	Reason for Amendment	Person Responsible
21/08/2025	0.01	Add: Please refer to acceptable use section of ICT policy	Policy review committee

ZERO TOLERANCE POLICY

The Father has loved us so much! He loved us so much that we are called children of God. And we really are his children. – 1 John 3:1 – ICB

The value of love is at the heart of both the Christian faith and our vision here at NJK. God's love for all people inspires us to give love in abundance. We value and care for ourselves, others and the world around us as God's creation, demonstrating our values of friendship, compassion, forgiveness and respect.

We believe this is of the highest importance to enable pupils to explore their differences with tolerance and mutual respect.

Our school vision is integral to everything we do at NJK.

We want to discover and maximise each child's unique potential.

We aim to deliver a joyful and inspiring curriculum and school experience where every child feels loved, valued and cherished

Introduction

On a daily basis staff face the challenge of trying to deliver an effective educational service at pupil, classroom and managerial level. Our staff also work positively towards developing a working partnership with parents, guardians, other family members and members of our local community.

Policies and procedures are in place to protect our individual pupils and staff and as such parents and carers are strongly advised to follow these procedures.

Occasionally some parents/carers choose not to follow the existing procedures and protocols when they believe they have a concern or an issue and choose to respond in a negative, hostile or intimidating manner towards our staff. Whilst these incidents are rare they can often involve persistent, unacceptable behaviour towards either one or more members of staff.

Avonreach Academy Trust and school governors have a statutory obligation to ensure the provision of a safe and secure environment for all our staff and pupils.

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

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

Violence towards staff is a crime – Norton-Juxta-Kempsey Local Governing Body will press for the maximum possible penalty for anyone who behaves in a violent or abusive way towards staff.

Behaviours which are not acceptable on-line and in and around the school premises:

- Swearing, shouting, loud intrusive conversation
- Threats or threatening behaviour
- Malicious allegations relating to staff, other parents, governors or visitors
- Harassment and bullying
- Offensive language, including derogatory, sexist, racist remarks
- Intimidating behaviour – verbal or non-verbal
- Inciting hatred and hostility towards others

NORTON-JUXTA-KEMPSEY C.E PRIMARY SCHOOL

- Wilful damage to property
- Theft
- Violence to persons or property
- Offensive sexual gestures or remarks

Any parent or carer behaving unlawfully should be aware that they may be reported to the police and banned from the school premises.

Procedure

All parents are strongly advised to follow the existing procedure for concerns and complaints (refer to Complaints Policy).

Should unacceptable behaviour occur:

Stage 1

The Head Teacher will give an informal warning about consequences should the behaviour persist.

Stage 2

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

Stage 3

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

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

In all cases the Head Teacher exercises the right to make a judgement as to which stage to implement based on the nature and severity of the incident.

A copy of the Zero Tolerance Policy is available upon request from the school office and online.

Please refer to acceptable use section of ICT policy.