St Edmund Arrowsmith Catholic High School
Prepare the way of the Lord

Zero Tolerance Policy

Rationale

St Edmund Arrowsmith Catholic High School has a zero-tolerance policy to all forms of abuse, violence, harassment or bullying. It is not acceptable in whatever form it takes, or for whatever reason.

Employees of the school are all public servants and as such should not be subjected to aggressive and unpleasant behaviour.

This policy is to ensure that everyone who works or visits the school is protected from possible harm from violent, aggressive or bullying behaviour.

It also fulfils the school's obligations to provide a respectful, caring and safe environment for staff and students.

Approved at F, P&P Meeting: 4 March 2025

Signed by:

M.J. Duncan	Headteacher	Date:	04/03/2025 01/09/2026
	Chair of Governors	Date:	04/03/2025

1. **Visitors to the school are expected to: -**

Treat employees of the school with respect and behave in a way that is appropriate.

2. **Definitions**

The term 'violence', 'aggression' or 'bullying' as used in this policy are defined as: -

- Verbal abuse, in person or over the telephone which includes shouting, swearing and gestures.
- Actual or threatened physical assault on any member of staff of the school.

3. **Potential incidents and how they will be dealt with**

3.1 Telephone

- If a member of staff receives an abusive telephone call, they should warn the caller that they will terminate the call if they do not modify their behaviour.
- If the caller continues to be abusive, or the tone of the call makes the member of staff feel uncomfortable, the call will be terminated without further warning.

3.2 In Person

- If an abusive incident occurs in the reception area, or another area of school site, the perpetrator will be asked to leave the school site immediately.
- The police may be contacted if necessary.

4. **Reporting**

- All incidents must be reported to the Headteacher or School Business Manager and details recorded.
- When a parent/carer is abusive towards a member of staff they will receive a letter outlining why this is not acceptable behaviour.
- In the event of actual or threatened violence, the police will be contacted.
- Under Section 576 Education Act 1976, there is no automatic right of entry onto school premises. The Headteacher reserves the right to withdraw permission for an individual to be on school premises and this will be put in writing.

5. **Policy Accessibility**

The policy is available on the school website, and a paper copy will be displayed within the school reception area. Copies are available upon request.

Our school's complaints procedure sets out the correct process for raising any concerns.

6. **Monitoring arrangements**

This document will be reviewed every 3 years, but may be reviewed and updated more frequently if necessary.

7. **Links with other policies**

This accessibility plan is linked to the following policies and documents :-

- Lockdown Procedure
- Health and safety policy
- Complaints Policy