

The Policy will be reviewed bi-annually, or more regularly in the light of any significant new developments. The next anticipated review date will be:	<b>November 2025</b>
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## Management of Vexatious Behavior

At GFM, we are committed to fostering a positive and respectful learning environment that promotes the well-being of all members of our community. The purpose of this policy is to address and manage vexatious behavior, recognizing its potential to disrupt the harmony of our school community. By clearly defining and addressing vexatious behavior, we aim to ensure a safe and supportive atmosphere conducive to learning and personal growth both in school and beyond (including virtually)

### Management of Vexatious Behavior

This policy sets out how we address and manage vexatious behavior with the aim of maintaining harmony and supporting personal and academic growth within our school community.

### Definitions

- **Vexatious behavior:** Repetitive, harassing, and disruptive actions causing annoyance, frustration, or distress, including persistent communication, unwarranted complaints, or actions disrupting normal school functioning.
- **Vexatious complainant:** Individuals persistently pursuing complaints despite the School's procedures being fully implemented, refusing evidence, making excessive demands, or engaging in abusive or threatening behavior.

### Criteria for Vexatious Complainants

Complainants may be considered vexatious if they:

- Pursue complaints after all procedures have been exhausted.
- Refuse to accept documented evidence or adequate responses.
- Raise new issues unrelated to their original complaint.
- Make unreasonable demands on staff time or resources.
- Engage in harassing, abusive, or verbally aggressive behavior.
- Record and share meetings or conversations without consent.
- Insist on unrealistic timelines for responses.

### **Vision**

*'At GFM we empower students to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'*

## Scope of the Policy

- The policy applies in exceptional circumstances after reasonable attempts to resolve the issue through existing complaints procedures.
- Decisions to invoke the policy are made by the principal and the chair of the Local Advisory Board (LAB) in consultation with a panel of three governors.
- Involved parties cannot participate in the authorization process.

## Actions to Address Vexatious Behavior

Authorized officers will:

- Notify the complainant in writing about the classification and reasons for the decision.
- Record the reasons for classification for future reference.
- Take one or more actions, such as (but not limited to):
  - I. Limiting contact to one communication method.
  - II. Issuing a warning letter and involving relevant authorities if necessary.
  - III. Taking HR or legal advice for cases involving aggression.
  - IV. Temporarily banning the individual from the school site if warranted.

## Rebuilding Positive Relationships

- GFM encourages reconciliation through facilitated discussions, mediation, or counseling to foster understanding and mutual respect.
- The goal is to rebuild community ties and promote a nurturing, safe environment for all.

This policy reflects GFM's commitment to addressing vexatious behavior proactively, ensuring a positive atmosphere where everyone can thrive.

## ***Vision***

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