

Mission Statement:
Creating tomorrow's successful and caring citizens today.



GFM Zero Tolerance Policy

Policy Updated By	Latest Publish Date	Monitoring Cycle
Akram Tarik Jacqueline Morris	January 2024	Annually

Schedule for Development / Monitoring / Review

The Governing Body approved this policy on:	January 2024
The implementation of this policy will be monitored by the:	Principal and Senior Leadership Team
The Policy will be reviewed annually, or more regularly, in light of any significant new developments. The next anticipated review date will be:	January 2025
Should serious incidents take place, the following external persons/agencies should be informed:	Akram Tarik (Principal) and in his absence Jacqueline Morris (Vice Principal)

This policy is applied at GFM alongside our school's vision, mission and values—Interwoven with the principles of High-Performance Learning; values, attitudes, attributes and A.C.P. Characteristics.

Introduction and Background

As a school, the staff of GEMS Founders Al Mizhar are committed to close links with parents and the community. We believe that students benefit when the relationship between home and school is a positive one.

Most parents and others visiting our school are keen to work with us and support the school. However, on the rare occasions when a negative attitude towards the school is expressed, this can result in aggression and verbal and/or physical abuse towards members of school staff or the wider school community.

We expect and require all members of GEMS Founders Al Mizhar staff to behave professionally in these difficult situations and attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues. However, all members of staff have the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

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.'



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We expect parents and other visitors to behave reasonably towards members of school staff. This policy outlines the steps that will be taken where behaviour is unacceptable.

Aims

GEMS Founders Al Mizhar's vision and values are built on the foundations of kindness and mindfulness. As members of the GFM family, all stakeholders are committed to ensuring the vision and values are always upheld by all members of our community. As such the following types of behaviour are considered serious and unacceptable and will not be tolerated:

- Shouting at members of school staff, either in person or over the telephone.
- Physically intimidating a member of staff, e.g. standing very close to him or her.
- The use of aggressive hand gestures.
- Threatening behaviour towards anyone.
- Shaking or holding a fist towards another person.
- Swearing.
- Pushing.
- Hitting, e.g. slapping, punching, and kicking.
- Spitting.
- Breaching the school's security procedures.
- Insults posted on social networking sites.
- Repeatedly not punctually collecting students when they are either ill or at the end of the school day

This is not an exhaustive list but seeks to provide illustrations of such behaviour. Unacceptable behaviour will result in further sanctions and consequences for individuals who breach this policy.

If a parent, carer, or other visitor behaves unacceptably towards a member of the school community, the Principal or appropriate senior staff will seek to resolve the situation through discussion and mediation.

Where all procedures have been exhausted and aggression or intimidation continue, or where there is an extreme act of violence or aggression, a parent or carer may be banned by the principal from

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the school premises for a period of time, subject to review.
In imposing a ban, the following steps will be taken:

- The parents will be informed, in writing, that he or she is banned from the premises, subject to review. The letter will explain what will happen if the ban is breached.
- Where an assault has led to a ban, a statement indicating that the matter has been reported to the police will be included.
- Where appropriate, arrangements for pupils being delivered to and collected from the school will be clarified.

Policy review date: January 2025

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