

Published Date:	January 2025
The Policy will be reviewed annually, or more regularly, in the light of any significant new developments. The next anticipated review date will be:	January 2026

### Zero Tolerance Policy

At GEMS Founders School – Al Mizhar (GFM), we are dedicated to fostering a safe, respectful, and inclusive environment for all members of our community, including students, staff, parents, and visitors. Our Zero Tolerance Policy outlines the behaviors we deem unacceptable and the measures we will take to address them, ensuring the well-being and harmony of our school community.

The primary aim of this policy is to maintain a harmonious atmosphere where:

- Staff can perform their duties effectively without fear of disruption or conflict.
- Students feel secure and supported in their learning journey.
- Parents and visitors can engage constructively with staff to enhance educational outcomes.
- Scope

This policy applies to all individuals on school premises or engaging with the school community, including:

- Students
- Staff
- Parents and guardians
- Visitors

### Unacceptable Behaviors

- We have a zero-tolerance stance against behaviors that cause distress, harm, or disrupt the school's purpose. Such behaviors include, but are not limited to:
- Verbal Abuse: Shouting, swearing, or using personal insults towards anyone.
- Physical Intimidation or Assault: Threatening behavior, pushing, hitting, or any use of physical force.
- Aggressive Gestures: Using invasive hand movements or invading personal space.
- Harassment: Any form of unwanted and unwelcome behavior that demeans or threatens an individual.
- Online Aggression: Posting defamatory or insulting comments on social media platforms.
- Security Breaches: Failing to adhere to school security procedures.

### Addressing Unacceptable Behavior

When such behaviors occur, GFM is committed to addressing them promptly and effectively through de-escalation and mediation. Staff are trained to recognize signs of frustration and employ techniques to defuse tense situations, including:

- Offering a private space for discussion.
- Involving a neutral mediator.
- Engaging in open dialogue to resolve issues constructively.

**Sanctions & Actions:** For severe or repeated offenses, actions may include:

Restricting access to school premises temporarily or permanently.

Issuing written warnings outlining the consequences of continued misconduct.

Reporting violent or unlawful conduct to relevant authorities.

**Restorative Actions:** To rebuild trust and promote a positive environment through mediation, empathy and restorative meetings.

#### **Procedures for Banning from Premises**

In extreme cases, where an individual's behavior poses a significant threat to the safety and well-being of the school community, the following steps will be taken:

- I. **Issuance of Ban:** The individual will receive written communication detailing the reasons for the ban, its duration, and any conditions attached.
- II. **Right to Appeal:** The individual has the right to appeal the decision by submitting a written request to the Principal within a specified timeframe.
- III. **Review Process:** The Senior Leadership Team will review the appeal, consider all relevant information, and communicate their final decision in writing.

#### **Collaboration and Communication**

We believe that maintaining a positive school environment is a collective responsibility. To this end:

**Staff Commitment:** Our staff are dedicated to upholding the principles of respect and professionalism in all interactions.

**Parental Involvement:** We encourage parents to engage constructively with the school, fostering a collaborative partnership that benefits students' educational experiences.

**Open Channels:** Clear communication channels are established for parents and visitors to voice concerns or provide feedback, ensuring issues are addressed promptly and effectively.

#### **Related Policies**

This Zero Tolerance Policy should be read in conjunction with:

**Anti-Bullying Policy, Vexatious Policy, Attendance & Punctuality Policy**