

# GEMS Founders Al Mizhar School



## **Zero Tolerance Policy 2020-21**

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#### **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.

The vast majority of parents and others visiting our school are keen to work with us and are supportive of the school. However, on the rare occasions when a negative attitude towards the school is expressed, this can result in aggression, 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.

We expect parents and other visitors to behave in a reasonable way 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 upheld at all time 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

### **Blended Learning Collection Protocol**

Where a parent does not collect their child from the designated collection point within 15 minutes of the allocated time, complying with the expectations set by KHDA, the following procedure will occur:

1. On the first occasion when the child is not collected the following message will be sent to the parent by the class teacher:

*Dear Parent,*

*On 'date' you arrived 'time' late to collect your child at the end of their designated school day. Please ensure that you are punctual to collect your child on all future occasions otherwise we may not be able to offer your child a 'live school experience' and future teaching will be through 100% remote learning.*

2. On the second occasion when the child is not collected the Head of Year will arrange a face to face/TEAMS meeting where the parent will be informed the following

*Dear Parent,*

*This is the second occasion that you have been late to collect your child (date 1 and date 2) If there is a third occasion when you do not collect your child on time you child will automatically attend 100% remote learning for the remainder of the term.*

3. On the third occasion when the child is not collected the Deputy/Head of School will arrange a face to face/TEAMS meeting where the parent will be informed that their child will attend 100% remote learning for the remainder of the term.

This policy will be continually evaluated as part of the annual review process.

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 in an unacceptable way 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 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.