

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



GFM Zero Tolerance Policy

Policy Updated By	Latest Publish Date	Monitoring Cycle
Akram Tarik	January 2022	Annually

Schedule for Development / Monitoring / Review

This policy was approved by the Governing Body on:	February 2023
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 the light of any significant new developments. The next anticipated review date will be:	February 2024
Should serious incidents take place, the following external persons/agencies should be informed:	Akram Tarik (Principal) and in his absence (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.

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.

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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- 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.

Signed
(Vice-Principal)

Date

Signed
Mr. Akram Tarik
(Principal)

Date

Jan 2023.

Policy review date: February 2024

Vision

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