

ZERO TOLERANCE

of abuse towards our staff

Our staff work hard every day to support pupils, families and our community. Central England Academy Trust operates a zero-tolerance approach to any violence, aggression, harassment or abuse directed at our staff, governors, trustees or volunteers, whether in person, by phone, in writing, or online. This behaviour is unacceptable and will not be tolerated under any circumstances.

WE CONSIDER ABUSE TO INCLUDE

- Shouting, swearing or threats
- Racist, discriminatory or personal remarks
- Harassment or repeated unreasonable contact
- Physical violence or intimidation
- Abusive calls, emails or social media posts
- Damage to school property

WHAT HAPPENS IF THIS POLICY IS BREACHED

Anyone who abuses our staff may be asked to leave the premises, have their access to school restricted, or be barred from site. We may also restrict how and when you can contact us, including limiting communication to writing only or to a single named point of contact. Incidents will always be recorded, and where appropriate, reported to the police and may lead to legal action.

The vast majority of parents, carers, visitors and members of our community treat our staff with courtesy and respect — thank you. Our staff have the right to work in an environment that is safe, and any form of abuse will not be tolerated. We will always support them.

