

## Zero Tolerance

2021/2022

### Staff, Parents, Visitor Safety and Security

#### Policy Statement

Ladybirds Nursery has a duty to provide a safe and secure environment for all staff, children, visitors and parents.

We will not tolerate violent or abusive behaviour from any member of staff, students, volunteer, parent or carer. We will take decisive action to protect everyone.

We consider unacceptable any form of behaviour that is:

- Demeaning
- Derogatory
- Abusive
- Aggressive
- Threatening
- Intimidating
- Violent
- Related to drug or alcohol abuse
- Bullying either verbal or physical

We will seek legal advice against any staff member who alleged to have carried out any of the above behaviour. Please note that this list is not fully exhaustive, and any other unacceptable behaviour may be taken into account at any time.

Any unacceptable behaviour will be classed as *Gross Misconduct* and will result in disciplinary action being taken against you, which may lead to dismissal.

Unacceptable behaviour towards any colleagues, students, visitors parents or any other person on Ladybirds premises will not be tolerated, and will be dealt with seriously.

This applies to anyone on the premises behaving in an unacceptable manner.

Any person who acts unlawfully will be reported to the police and we will seek the maximum penalties available by law. We will prosecute anyone who commits a criminal act against our workforce, or anyone else on Ladybirds Nursery's property.

We will also take action into anyone who cyber bullies another person, or who acts inappropriately towards another person out of working hours.

We consider all persons to be strictly liable for their own actions.

Nursery places may be terminated with immediate effect if any parents/ carers are violent or abusive towards any member of staff, student, volunteer, child or other parents/carers, or visitor to the nursery.

Policy Issued November 2015

Date to be Reviewed November 2016

Date Reviewed May 2017

Date to be Reviewed May 2018

Date Reviewed May 2018

Date to be Reviewed May 2019

Date Reviewed April 2019

Date to be Reviewed April 2020

Date Reviewed December 2019

Date to be Reviewed December 2020

Date Reviewed June 2020 (Additional Covid-19 information added)

Date to be Reviewed August 2020

Date Reviewed September 2021 (Covid Information)

Date to be Reviewed September 2022

Date Reviewed December 2021

Date to be Reviewed December 2022

Date Reviewed March 2022

Date to be Reviewed March 2023

Date to be Reviewed

The policy will be reviewed sooner than the review date should any new information be obtained.