Elson Junior School

ZERO TOLERANCE STATEMENT 2026

ADAPTABILITY ASPIRATION COMPASSION CREATIVITY INTEGRITY

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ZERO TOLERANCE STATEMENT 2026

Policy revision date	15th May 2026
Review frequency	Annually
Policy written by*	HT/C Paradine
*Please indicate if it is a model policy (and if so if it has been localised) and/or if the author has used AI to assist	Legal Services model policy, localised
Governing Body/HT approval date	FGB 18th May 2026
Date policy due for next review:	May 2027

Elson Junior School's Zero Tolerance statement

We take pride in promoting, valuing and celebrating diversity as an inclusive education provider and employer.

In serving our school community, we seek to ensure zero tolerance of harassment, discrimination, bullying and abuse and will respond promptly to any incidents of these.

We are committed to advancing equality and inclusion in all our responsibilities – as an employer, as a provider of services, and as a partner in the local community. All of our staff are entitled to be treated with respect by those they work with or for.

The school has policies and guidance to support our Zero Tolerance approach towards any form of harassment, discrimination, bullying, or abuse towards our staff. This includes the Unacceptable Actions by Parent and Customers Policy that outlines the school's approach to implementing a parent or customer contact restriction, should this be necessary to protect our workforce.