

# Heatherwood School

## Zero Tolerance Statement



Heatherwood School is committed to:

- **creating a culture and environment whereby employees may undertake their duties without fear of abuse or violence.**

Heatherwood School believes that any act of aggression or intimidation, both physical and non-physical, is unacceptable from:

- staff
- pupils
- parents
- carers
- governors
- visitors
- members of the public

Therefore:

- anyone exhibiting any type of aggressive or intimidating behaviour, in person, will be politely asked to leave the immediate vicinity or premises.
- Anyone exhibiting this type of behaviour, on any social media site, will be politely asked to remove any offending comments immediately.
- anyone exhibiting this type of behaviour, over the telephone, will be politely told that the telephone call is going to be ended; and the handset will be put down.

In all instances the aggressor will be informed that contact will be resumed when they commit to a respectful dialogue.

**Reviewed September 2025**