



lintongrantaplaygroup

Pre-school and toddler group
Linton, Cambridgeshire

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| Title | Unacceptable Behaviour – Zero Tolerance Policy |
| Code | LGPGOH&SUB |
| Author | J.Tossi |
| Version | 005 |
| To be reviewed | June 2020 |
| Setting Details | Linton Granta Playgroup and Toddlers, The Activity Room, Linton Village College, Cambridge Road, Linton, Cambridge, CB21 4JB Tel. 07806 744 864 Email: info@lintongrantaplaygroup.org.uk |

Introduction

Linton Granta Playgroup and Toddlers has a duty of care to provide a safe and civil working environment for our workforce, committee, children and people visiting our premises.

Linton Granta Playgroup and Toddlers considers unacceptable any form of behaviour that is:

- Demeaning
- Derogatory
- Abusive
- Aggressive
- Threatening
- Intimidating
- Violent

Any unacceptable behaviour towards our workforce, committee, children or anyone on our premises will not be tolerated. We will take action against anyone who behaves in an unacceptable manner.

Any person who behaves unlawfully will be reported to the Police and we will seek the maximum penalties available in law.

We will prosecute anyone who commits a criminal act against our workforce, property or assets.

Commitment of the organisation

We are committed to protecting the health and safety of our workforce and others at our premises. We consider all persons to be strictly liable for their actions and will not tolerate unacceptable behaviour under any circumstances.

Our workforce will receive our backing and support and anyone behaving in an unacceptable manner will be subject to our procedures and the associated sanctions.

We deem the above list of behaviour totally unacceptable and anybody that behaves in this way will not be served by us and will be asked to stop the behaviour immediately or leave our premises.

Our policy is one of zero tolerance and a single act of unacceptable behaviour will trigger sanctions.

Equality and Diversity

We believe that everyone has the right to be treated equally with respect, and to feel safe and secure.

We will promote equality and diversity in the provision of our services and we will not tolerate discrimination.

We will make sure that no person or group will be treated less favourably than any other person because of their disability, ethnicity, colour, race, gender, sexual orientation, age or group.

We have two members of staff designated to be Equalities Named Co-ordinator (ENCo): Janine Polley and Karen Thompson.

Procedure for dealing with unacceptable behaviour

A poster outlining unacceptable behaviour is posted on the door of the setting.

In circumstances where any form of unacceptable behaviour is experienced the perpetrator should be informed that this will not be tolerated and asked to stop or leave the premises with immediate effect. Any incident will be logged, timed and dated.

Should the perpetrator fail to comply with this request and we believe there is a potential threat to people, property or assets immediate actions should be taken:

Ask a member of staff to provide assistance/verbal reinforcement of the request to “stop or leave”

If this is ineffective, then a member of staff is to telephone the emergency services.

If you feel the safety of yourself, co-workers, visitors or the children is at risk and are unable to use a telephone strike the nearest fire alarm button and await assistance.

| This policy was adopted at a meeting of Linton Granta Playgroup | | | |
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| Held on | | | |
| Date to be reviewed | | | |
| Signed on behalf of the Management committee | First signatory | Second Signatory | Approved By |
| | | | |
| Name of signatory | | | |
| Role of signatory | Chair | Secretary | Policy Co-Ordinator |