



The Westminster
Specialist College

2022/2023 Zero Tolerance Policy

Approved by Board of Governors on:	15/12/2022
Signed by Chair of Governors:	P Coldicott
Head of College:	O Flowers
Lead Personnel:	O Flowers
Date of Review:	15/12/2024

Introduction

The Westminster Specialist College is a welcoming, supporting and caring environment that aims to create an effective learning environment that offers a broad and balanced curriculum, whilst meeting the individual needs of our students.

The principles underpinning the college are two-fold:

- Safe Happy and Working Together
- Student Voice and Student Choice

We value the strong relationships that we have with parents and carers and aim to work together to achieve the very best for our students in a mutually supportive partnership.

To enable our partnership to achieve the best outcomes for the students, the relationship between home and College needs to be based on the principles of care, integrity, trust and mutual respect.

The purpose of this policy is to provide a reminder to all parents, carers and visitors about expected conduct to ensure a safe, happy and learning environment for our students.

College Premises

The College is private property that no-one has the automatic right to enter.

The Westminster Specialist College has the right to ask someone to leave if we feel that their behaviour is unacceptable.

Due to necessary infection control measures during the COVID-19 pandemic, there are amended procedures in place for visitors coming into College. In order to reduce footfall (and therefore mitigate infection risks), access to the College is limited to essential visitors only by appointment. If a parent/carer has a meeting with a member of College staff, they must report to Reception and they will be asked to go back to their car and a member of staff will collect them. If they have not come to College by car, they will need to stand outside of the building after reporting to Reception and a member of staff will collect them for their meeting. Umbrellas will be available in case of poor weather. This is because it is no longer possible to wait in Reception or sit outside the Reception area due to the size of the areas and the restricted airflow through these spaces.

If a parent/carer wishes to speak to a member of staff, they should make an appointment by ringing the College on 0121 561 6884. Unfortunately, staff will be unable to see any visitors who come into College without an appointment.

Should a parent/carer wish to see the Head of College, they should ring 0121 561 6884 or email contact@twspecialistcollege.co.uk to make an appointment. The Head of College will be unable to see parents/carers without an appointment.

In order to support the ethos of our College, we will not tolerate any of the following on College premises:

- disruptive behaviour which interferes with teaching, learning or administration within the College
- using loud and/or offensive language or displaying temper;
- threatening, intimidating or aggressive behaviour towards anyone; some actions may constitute an assault with legal consequences.
- actions/comments causing mental & emotional abuse of staff
- derogatory racial or sexual remarks
- abusive, threatening or damaging emails, phone, text or social network messages relating to the College;

- using tobacco, or being under the influence of alcohol or drugs on the College premises;
- damaging or destroying College property.

Abusive or Violent Behaviour

All staff have the right to work in an environment free from violent, threatening or abusive behaviour and everything will be done to uphold these values. At no time will any violent, threatening or abusive behaviour be tolerated and decisive action will be taken to protect staff, students and visitors.

This College operates a “Zero Tolerance” policy and any visitors or students who commit an act of violence against any member of staff, students or visitors, or behave such a way that any such person fears for their safety, will be reported to the police and relevant authorities immediately. This includes contact to the staff via telephone.

Whilst we appreciate at times parents may have been presented with challenging circumstances, College staff are there to assist with enquiries and violent, threatening or abusive behaviour will not be tolerated.

Governors may prohibit an offending adult from entering the College grounds to safeguard our College community. Adverse behaviour also may be reported to the LA and police.