

Zero Tolerance Statement

No Excuse for Abuse



On rare occasions some individuals speak to Leading Futures staff in a manner that is deemed unacceptable.

We expect all staff to be shown respect in the way they are spoken to - this includes face to face and over the telephone.

Leading Futures is committed to providing a safe, respectful and supportive environment to all staff, learners, parents/carers, volunteers, and contractors.

It has zero-tolerance approach towards any form of inappropriate behaviour, including issues of violence, aggression and unacceptable behaviour directed towards the school employees.

We understand that many of the people, we work with may be experiencing difficulties or may be unhappy about something. We ask that you speak to staff in a calm manner and out of earshot of any of our children.

Leading Futures is delivering a clear message to the public that violence and aggression towards any school employee is unacceptable. The definition of violence and aggression at work is:

'Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work.'

Leading Futures staff should not feel unsafe during their work.

In rare circumstances, Leading Futures will terminate our professional relationship with the individual. These circumstances include, but are not limited to:

- Violence
- Physical assault
- Non-physical assault
- Threatening or abusive language
- Threatening behaviour
- Discriminatory remarks
- Demanding to speak to/see only certain members of staff
- Aggressive or forceful language
- Offensive gestures or behaviour
- Wilful damage of Leading Futures property
- Malicious allegations against Leading Futures staff
- Repeated derogatory comments about Leading Futures or individual staff verbally, in writing or on social media platforms

All incidents of threatening or violent behaviour will be reported to the Police.

Any incident concerning an individual should be reported to the staff member's line manager immediately, to ensure that staff are adequately supported.

Staff should be encouraged to seek support in the best way for them, which may include contacting a Wellbeing service, Human Resources, or any member of the Leadership Team.

All incidents should be reported via the Leading Futures Incident/ accident reporting system.

Leading Futures prides itself on having a welcoming, supportive and inclusive environment and it is important that all members of our community work together. We wish to build a reputation to be proud of and we depend on the entire community to help us maintain this standard of mutual respect and to work collaboratively to improve our learner's educational journey.