



<b>Tolerance, respect and dealing with abusive behaviour</b>
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<b>Date</b>	<b>Review Date</b>	<b>Contact</b>
<b>01.09.18</b>	<b>01.09.19</b>	<b>Principal</b>

Newbury Hall is fully committed to providing a safe, welcoming environment for all pupils, staff and visitors and will not tolerate any form of harassment and abusive or extremist behaviour.

All pupils and staff are expected to respect the fundamental British values of mutual respect, tolerance of differences, individual liberty, the rule of law and democracy.

The following are not tolerated:

- Bullying of any kind (physical or verbal);
- Racism (of other nationalities, cultures or religions);
- Other forms of intolerance including but not limited to sexism and homophobia;
- Activities which contradict core British values, in accordance with the government's Prevent policy;
- Any kind of swearing;
- Sexual harassment of any kind;
- Aggressive behaviour towards staff, pupils or visitors;
- Theft;
- Vandalism;
- The viewing or reading of extremist material, either online or in any other form;
- Any illegal activity

Staff are aware of the signs of bullying and abusive or extremist behaviour and if they experience or witness any such behaviour, they will contact the Academic Manager who will, if necessary, involve the Principal. When the Academic Manager and, if necessary, the Principal have been noticed, an appropriate course of action will be decided.

Cases of abusive behaviour may result in disciplinary action in the case of staff or, in the case of pupils, termination of their course with no refund.

Important: It is the school's decision if a pupil's behaviour is unacceptable or not. If a pupil's behaviour is unacceptable and they have not heeded verbal warnings given by staff, the school will give them one written warning and contact their parents.

If unacceptable behaviour occurs again, the school will prevent the pupil from taking part in classes and activities and arrange with the parents for the pupil to be sent home with no refund of any fees.

Please note that the school may expel the pupil with no refund of fees and no written warning if the behaviour is very serious in the school's opinion. In addition, the school reserves the right to involve the police if it believes their assistance is required to maintain the peace or to investigate a suspected criminal incident.