



Royal Naval Preschool Learning Organisation.

ZERO TOLERANCE STATEMENT OF INTENT

We are committed to ensuring all members of our work force are able to carry out their work in a safe and civil environment.

As an organisation we will not tolerate any raised voices or an unpleasant tone whilst communicating with our staff , demeaning, derogatory, abusive, aggressive, threatening or intimidating behaviour toward our staff or other users at our settings.

Our policy is one of zero tolerance and a single act of unacceptable behaviour will trigger sanctions which include but are not restricted to:

- Removal from our premises
- Banning from all Jack and Jill childcare settings
- Reporting to Police and other authorities as appropriate

Our commitment is to the Health and Safety of our workforce, users and the children attending our settings. We consider all persons to be strictly liable for their actions and will not tolerate unacceptable behaviour under any circumstance.