



THE NORTON
KNATCHBULL
SCHOOL

Zero Tolerance Statement

At NKS we believe all our community - our students, staff, and visitors - have the right to study, work and live in an environment free from all prejudice and abuse. We consider all forms of diversity a positive and enriching experience to be celebrated. We are therefore committed to a strict zero tolerance policy on any discrimination, harassment or bullying regarding race, gender, sexual orientation, sexual conduct, disability, age, beliefs and socio-economic background.

We actively uphold the right of every individual and group within our community to be treated with dignity and respect. We believe everyone should be treated equitably. This means we fully support and encourage anyone who is experiencing/has experienced, or has witnessed, any form of discrimination, harassment or bullying to come forward and tell us and to receive support and advice. No act is considered too small to be addressed. Additionally, we promote in-house training to ensure staff and students are confident on how reporting works and how to seek support.

We take all such allegations seriously and will investigate thoroughly to ensure any such behaviour is challenged and that any appropriate actions are taken, which may include suspension, exclusion, and dismissal, in order to ensure the security and comfort of our community and their environment.

We are openly committed to creating a secure, welcoming, and friendly environment, free from all racism, sexism, sexual misconduct, violence, bullying, and any form of sexual, physical, verbal or emotional abuse.

(Approved by the NKS Full Governing Body – 10th October 2023).