**45 POLICY FOR ZERO TOLERANCE**

**Policy Statement**

Little Diamonds Preschool are committed to the zero-tolerance campaign and has adopted the following statement:

We do not accept that members of staff should be subjected to verbal abuse or physical violence of any nature. We will encourage police intervention and offer support to staff that have suffered mental and /or physical trauma. Any assault on a member of staff will be treated extremely seriously and my result in criminal charges being bought or access to Little Diamonds Preschool being denied.

“Any form of violence against our staff from any person will not be tolerated violence. Violence against a person is a crime and we will press for the maximum possible penalty for anyone who commits an assault against our staff.”

When a violent incident does occur, Little Diamonds Preschool will seek to ensure that staff receives appropriate support in recovering from the effects of the incident and in trying to prevent recurrence. Any assault on staff will be treated extremely seriously and may result in criminal charges being bought or access to the Pre-school being restricted.

Little Diamonds Preschool is committed to cultivating good relations with local police and their intervention will be encouraged. It is important that staff members who are victims of or witnesses to violence in their workplace, understand and have confidence in the criminal justice system.

Please also see other Pre-school policies that may also have an impact on the zero-tolerance policy, e.g. anti bullying policy, disciplinary procedure, whistle blowing policy as well as our equal opportunities policy.

This policy applies to all staff and workers, trainees and volunteers who work within the Pre-school with the aim of eliminating the acceptance of any type of violence in the workplace, whether from contact with service users, relatives, carers, or other members of the public whilst on the Pre-school premises.

This policy has been developed with the aim of eliminating the acceptance of any type of violence in the workplace.