



Zero Tolerance Statement 2023 - 2025

Equality Impact Assessment: Askham Bryan College recognises the importance of the Equality Act 2010 and its duties under the Act. This document has been assessed to ensure that it does not adversely affect staff, students or stakeholders on the grounds of any protected characteristics.

1. DOCUMENT HISTORY

Date of Issue: 30th November 2023 and 1st August 2025
Approved on: 15th November 2023 and 24th July 2025 (minor updates)
Next review: November 2025
SLT Owner: CEO
Author: Legal and Compliance Adviser
Publication requirements: PUBLIC

2. POLICY STATEMENT

Askham Bryan College staff are entitled to:

- a workplace free from bullying, intimidation, harassment or victimisation;
- be treated with dignity, respect and courtesy;
- experience no form of unlawful discrimination;
- be valued for their skills and abilities.

This extends also to how staff are treated by parents/guardians/carers, visitors to the College and members of the public.

Inappropriate behaviour can take many forms. It may be carried out face-to-face or through electronic media (cyber bullying or social media); it may be subtle or overt.

Examples of the types of behaviour that the College regards as unacceptable are:

- using bad language or swearing at College staff;
- any physical violence or threat of physical violence;
- verbal abuse;
- harassment (especially racial or sexual)/sexual misconduct;
- persistent or unrealistic demands that cause stress to staff (requests will be met wherever possible and explanations given when they cannot);
- causing damage/stealing from the College premises, staff, students or others.

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Please note this is not an exhaustive list.

Any allegation of harassment (racial or sexual), hate crime, bullying or victimisation will be treated seriously. Anyone found to have behaved unacceptably may be the subject of disciplinary action up to and including dismissal (staff) or expulsion (students), or some other appropriate sanction (parents/guardians/carers/third parties).

Inappropriate behaviour will not be tolerated.