

Abusive Behaviour Policy

English in York expect to create an environment where all staff and students feel happy and safe. We have a duty to protect each other from abusive behaviour. All staff and students have a responsibility to report abusive behaviour, whether they have observed it themselves, heard about it from the victim or an observer, or are themselves the victim.

Abusive behaviour is any behaviour intended to hurt or upset someone physically or emotionally.

The following list contains some examples of abusive behaviour.

- Physical violence or inflicting of physical pain or discomfort of any kind
- Sexual harassment, including physical and verbal abuse
- Threats of any kind
- Name calling or laughing at someone
- Spreading rumours about someone
- Refusing to work or interact with someone in the classroom.

If behaviour like this is repeated, it is called *bullying*. If you feel you are being bullied, please talk to someone about it as soon as possible.

EiY procedure for dealing with abusive behaviour

Bullying is unacceptable and we take it very seriously. The process described below would be an example of step 3 of our 'Discipline 5 steps'.

- ❖ Any complaints of abusive behaviour should be reported to the any member of the Designated Safeguarding Team.
- ❖ They will investigate by discussing the incident with all the people involved.
- ❖ The incident will be recorded in writing and the bully will be asked to apologise to the victim.

- ❖ If the bully is under 18, their parents / guardians will be contacted immediately and informed of the behaviour.
- ❖ If the abusive behaviour involves dangerous physical harm or where UK law has been broken, the police will be contacted and the alleged perpetrator(s) will be suspended immediately until police enquiries have been carried out. 'Discipline step 5' could be immediately reached in this circumstance.