



Abusive Behaviour Policy



Policy Statement

York Associates and English In York are committed to providing a safe, inclusive, and supportive environment for all students, staff, and visitors. We maintain a zero-tolerance approach toward any form of abuse, harassment, or bullying. Every individual has the right to be treated with dignity and respect.

This policy applies to:

- All students (adults and under-18s).
- All permanent, temporary, and contracted staff.
- Conduct occurring on school premises, during school-led social activities, and on digital platforms (including email and social media).

Definitions of Abusive Behaviour

Abusive behaviour is defined as any conduct that is unwanted, offensive, or intimidating.

This includes, but is not limited to:

Physical	Pushing, hitting, unwanted touching, or any form of physical violence.
Verbal / written	Insults, slurs, shouting, use of profanity, or threatening language.
Bullying	Persistent targeted behaviour intended to hurt someone physically or emotionally.
Harrassment	Unwanted conduct related to protected characteristics (Age, Disability, Gender, Race, Religion, Sexual Orientation).
Cyber-bullying	Using technology to harass, threaten, or intimidate (social media, messaging apps).
Sexual misconduct	Unwelcome sexual advances, comments, or non-consensual contact.



Abusive Behaviour Policy



Code of Conduct

For Students

- Respect the cultural backgrounds and beliefs of all peers and staff.
- Follow the instructions of staff members promptly.
- Refrain from any behaviour that disrupts the learning of others.

For Staff

- Maintain professional boundaries at all times.
- Challenge and report any abusive behaviour observed between students.
- Model the respectful behaviour expected of the student body.

Reporting Procedures

If you experience or witness abusive behaviour, it should be reported immediately through the following channels:

1. Informal Resolution: If appropriate and safe, the individual may be asked to stop the behaviour.
2. Formal Report:
 - Students should report to their Teacher, the Director of Studies, or the Operations and Academic Manager.
 - Staff should report to their Line Manager or the School Director.
3. Safeguarding: If the abuse involves a child (under 18) the Designated Safeguarding Lead (DSL) must be informed immediately as per the Safeguarding Policy.

Disciplinary Action

York Associates / English In York will investigate all allegations impartially. Proven abusive behaviour will result in disciplinary action.

- For Students: Verbal warnings, written warnings, or immediate expulsion without a refund. Please see the Student Discipline Policy for detailed guidance.
- For Staff: Disciplinary meetings, formal warnings, or summary dismissal for gross misconduct. Please see the Staff Handbook for detailed guidance.

External Reporting: Where a crime is suspected, the school will cooperate fully with the Police and relevant UK authorities. It is our legal duty to notify the Disclosure and Barring Service (DBS) if the relevant conditions are met.



Abusive Behaviour Policy



Support for Victims

The school is committed to supporting those affected by abuse. This includes:

- Confidential debriefing sessions with the Designated Safeguarding Lead or a member of the Safeguarding Team.
- Signposting to external support services (e.g., Victim Support, NHS, or counselling) if appropriate.
- Adjustments to class schedules or workspaces to ensure the victim feels safe.

Review and Monitoring

This policy is reviewed at least annually to ensure compliance.

This document is available in large print or as an audio file if required.