

Abusive Behaviour Policy

Rose of York provides a safe environment, conducive for all students to study and staff members to work in. Abusive behavior will not be tolerated.

Abusive behavior (or abuse) is understood as being any behavior intended to hurt or upset physically or emotionally. This includes, but is not limited to:

- physical violence or inflicting of physical pain or discomfort of any kind
- sexual harassment, including physical and verbal abuse
- bullying and intimidation
- threats of any kind
- name calling or laughing at someone
- dissemination of false information with malicious intent
- intentional exclusion of someone from an activity and intentionally ignoring someone or refusing to work or interact with someone when this is required as part of their course of study
- coercing someone to do something unwillingly

Procedure for Dealing with Abusive Behavior

Members of staff should listen to any complaints of abusive behavior and report them to the Director of Studies, who will investigate complaints and accusations further by discussing the incident(s) sensitively and confidentially with all parties involved. If abusive behavior is judged to have taken place, the incident will be recorded, and any perpetrator(s) will be required to offer an apology to the victim(s). They will be provided with a clear reminder of school policy and what sanctions will be imposed if any further behavior is confirmed, including the possibility that the perpetrator(s) will be excluded from a class, suspended or expelled from the school itself.

If a perpetrator is under 18, their parents / guardians will be contacted immediately and informed of the behavior and the sanctions imposed.

In the event that extreme abusive behavior (any abusive behavior involving dangerous physical harm or where the law has obviously been broken) is deemed to have been committed, the Director of Studies will contact the police and suspend the alleged perpetrator(s) immediately until police enquiries have been carried out.

This policy is kept up to date and reviewed annually.

Policy reviewed: October 2020

Due to be reviewed: October 2021