



Blenheim

Prevention of Violence Towards Staff Policy

Committee: Finance, Audit, Facilities and Staff

Date Published: December 2018

Expiry Date: December 2021

www.blenheim.surrey.sch.uk

At Blenheim High School the Governors believe that there are no circumstances in which violence towards any member of staff is acceptable, whatever form it takes, and no member of staff shall be expected to accept exposure to violent behaviour as being part of their job.

This policy should be read in conjunction with the Safeguarding and Child Protection policy and Behaviour Management Policy.

Supporting Notes

- Blenheim High School has adopted the Surrey Policy, which was established between the LA and the recognised trade unions and teachers' associations.
- The policy covers all full-time and part-time teaching and support staff, irrespective of whether they hold permanent or temporary posts; it also covers casual employees, such as daily supply teachers.
- With regard to the need for restraint of students the school follows the DfE guidelines.

Definitions

The Health and Safety Executive has published the following working definition of violence at work:-

“Any incident in which an employee is abused, threatened or assaulted by a member of the public in circumstances arising out of the course of his or her employment”.

The definitions adopted by the County Council are:-

Physical assault: assault with or without a weapon, resulting in actual physical harm to the employee at a level of bruising/cuts/lacerations/hair pulling, or more serious injury.

Physical abuse: attempted assault with or without a weapon which did not result in actual physical harm to the employee.

Sexual assault: sexual assault resulting in actual physical harm to the employee at a level of bruising/cuts/lacerations, or more serious injury.

Sexual abuse: sexual harassment or other forms of inappropriate sexual behaviour which did not result in actual physical harm to the employee.

Threats: oral or written, or by actions to the person or to property, or both.

Property damage or thefts: to the property of the employee, including leased cars as personal property.

Other: any form of physical (including sexual) assault, or psychological abuse, or threats, not contained in the above, which the employee considers to have been sufficiently serious to warrant concern.

The Governing Body's Commitments

The Governing Body acknowledges that it has a legal duty of care towards those who work at and attend the school, and a responsibility to ensure, insofar as is reasonably possible, that the school is a safe place in which both staff and pupils may work without fear of being subjected to violence or aggression. The Governing Body also recognises the damaging personal and organisational effects, which may result from violence.

In close consultation with the staff, the Governing Body will maintain a continuing programme of risk assessment, aimed at identifying risks from violence and controlling these at an acceptable level within available resources. The outcome of risk assessment for violence should be reported annually to the full Governing Body as part of the normal Health and Safety report system.

The Governing Body will ensure the school advises staff of this policy and of the arrangements to evaluate and review local procedures within the school.

The Governing Body will ensure that all staff who are likely to be affected are informed, through the headteacher, of any circumstances which are considered likely to carry a risk of violence or aggressive behaviour.

Appropriate members of staff will be authorised by the Governing Body to exercise the power to exclude persons from the school premises under the terms of Section 40 of the Local Government (Miscellaneous Provisions) Act 1982.

The Governing Body will support the right of any member of staff who has been subjected to violence to report the incident to the police. An employee will have no right to any benefit under the Criminal Injuries Compensation Scheme unless the incident has been reported to the police.

Commitments on Members of Staff

Staff at the school also have responsibilities under current health and safety legislation, and are expected to observe the terms of this policy statement and the supplementary guidelines. Staff are required to follow procedures as laid down, including the arrangements for reporting incidents of violence or aggressive behaviour. Failure to do this not only works against attempts to identify and control risks, but may also jeopardise the employee's rights to any benefits under the Criminal Injuries Compensation Scheme.

Being the subject of violent or aggressive behaviour will not be regarded as indicative of any failure or weakness on the part of the member of staff concerned, who will be supported and encouraged in coming to terms with any such incident. The Governing Body recognises that perceptions of violence do vary as do reactions to it.

Every incident of probable violence or aggression must be reported and considered against the recommended definitions given on Page 1. Each will be followed up accordingly. Members of staff will be expected to bring to the attention of the headteacher or other appropriate member of the school's management team any hazards, risks or problems which they become aware of while undertaking their duties.

All members of staff shall assess the inherent risk to themselves in each situation and to ensure their own safety.

Disciplinary Issues

Any member of staff, or student of the school, who perpetrates an act of violence against an employee or a student will be subject to the appropriate disciplinary procedure.

Scope of the Policy

The policy relates to violence and aggression directed at staff in connection with their duties, from whatever quarter. It links in with other policy statements such as the school's own Disciplinary Policy and the Physical Contact, Touch and the Use of Physical Restraint for all Staff working with Children and Young People Policy.