

Approved for adoption by the governing body : October 2020

Date of next review : Autumn 2022



# Violence at Work Policy

Of the Governing Body of Our Lady Immaculate Catholic Primary  
School working in conjunction with the Liverpool City Council

# Statement of Policy and Commitment

## VIOLENCE AT WORK POLICY

Using the original definition of the Health and Safety Executive, Liverpool City Council and the Governing Body of Our Lady Immaculate Catholic Primary School views violence at work as: -

***“Any incident, in which an employee is abused, threatened or assaulted either verbally or physically, by any person in circumstances arising out of the course of his or her employment”.***

- The City Council and Governing Body are committed to promoting a safe working environment, where the risks of violence are reduced to the lowest practicable level
- The City Council and Governing Body recognises that any form of violence involving employees is unacceptable and is committed to identifying and minimising foreseeable risks
- Given the nature of services provided by school, it is foreseeable that staff may have to deal with persons who are violent or aggressive, and such matters will be viewed seriously
- The City Council and Governing Body recognises the harm and distress which can arise from a violent incident and will provide appropriate support and procedures as are necessary to lessen the negative effects of the incident and prevent a recurrence
- The City Council and Governing Body recognises and accepts its legal responsibility to identify and reduce the risks to its employees, by undertaking risk assessments and implementing appropriate control measures including effective training and provision of information on how to prevent and deal with violence at work
- The City Council and Governing Body will consider as a last resort, the withdrawal of services, where other measures have been exhausted and a serious risk to the safety of staff remains
- The City Council and Governing Body recognises and accepts the right of employees to make a formal complaint to the Police if they feel a criminal offence has taken place, or to pursue appropriate civil action
- The Governing Body will reserve the right to involve the police following a violent incident if appropriate
- The Governing Body will be informed of the recording and evaluation of all reported incidents of violence in order to learn from such incidents, and to prevent, as far as possible, continued or similar instances. It may also choose to forward the recording of such incidents and subsequent evaluation to The City Council for their records.