



Bosworth
Independent
College

Anti-Violence Policy

Reviewed	July 2019
Next Review Date	July 2020
Lead for Review	Fiona Pocock

Introduction

There are no circumstances in which violence towards any member of staff is acceptable, whatever form it takes, and no member of staff will be expected to accept exposure to violent behaviour as being part of their job.

The policy covers all full-time and part-time teaching and support staff, irrespective of whether they hold permanent or temporary posts.

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 college are:

- a) 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.
- b) Physical abuse: attempted assault with or without a weapon which did not result in actual physical harm to the employee.
- c) Sexual assault: sexual assault resulting in actual physical harm to the employee at a level of bruising/cuts/lacerations, or more serious injury.
- d) Sexual abuse: sexual harassment or other forms of inappropriate sexual behaviour which did not result in actual physical harm to the employee.
- e) Threats: oral or written, or by actions to the person or to property, or both.
- f) Property damage or thefts: to the property of the employee, including leased cars as personal property.
- g) 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 College's Commitments

The Proprietors acknowledge that they have a legal duty of care towards those who work at and attend the college, and a responsibility to ensure, as far as is reasonably possible, that the college is a safe place in which both staff and students may work without fear of being subjected to violence or aggression. The Proprietors also recognise the damaging personal and organisational effects which may result from violence. Management of the Policy for Violence is delegated by the Proprietors to the Principal on a day to day basis.

In consultation with the staff, the Principal will maintain vigilance, aimed at

identifying risks from violence and controlling these at an acceptable level within available resources.

All members of staff will be advised of this policy by the Principal and of arrangements to evaluate and review procedures within the college.

The Principal will ensure that all staff who are likely to be affected are informed of any circumstances which are considered likely to carry a risk of violence or aggressive behaviour.

The Proprietors 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.

Staff Commitments

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 right 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 Proprietors and Principal recognise that perceptions of violence vary as do reactions to it.

Every incident of probable violence or aggression must be reported and considered against the recommended definitions. Each will be followed up accordingly. Members of staff will be expected to bring to the attention of the Principal 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 will assess the inherent risk to themselves in each situation and to ensure their own safety.

Disciplinary Issues

Any member of staff, or pupil of the college, 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 policies such as the College's Disciplinary Policy.

In the case of violent or aggressive behaviour on the part of parents, the Principal will remind them that they are on site by implied permission at certain times and for certain purposes by invitation. If necessary, the parents will be requested to leave the college's premises and should compliance with the request not be forthcoming, assistance from the police will be sought.