



## **Violence at Work Policy**

### **Policy Reference**

This policy document refers to the following aims and objectives outlined in the general statement of our Health & Safety Policy.

Auchinairn EYC recognises that exposure to violence is not an acceptable part of an employee's job and will take all reasonable and practical measures to prevent or reduce the risk of such exposure. Therefore, in delivering its services to the community, Auchinairn EYC expects that members of the public will treat its employees with courtesy and respect. Equally, Auchinairn EYC expects all staff to provide a courteous and helpful service and treat people with due respect.

### **What is Violence?**

For the purposes of this policy the term "violence" includes:

"Any incident, in which an employee is abused, threatened or assaulted by a member of the public - including staff members, parent/carers and pupils - in circumstances arising out of the course of his or her employment".

This would include physical violence, aggression, verbal or written abuse, sexual or racial abuse and intentional damage to personal property.

### **Arrangements**

In order to ensure so far as is reasonably practicable, the health and safety of employees exposed to the risk of violence at work, Auchinairn EYC will:

- Ensure that risks of violence are identified, assessed, reported and controlled as necessary.
- Provide support for employees who are the victims of violence.
- Work in partnership with other agencies including Psychological Services, to develop strategies to reduce the incidence of violence at work.
- Ensure sufficient resources are available for the provision of appropriate control measures
- Ensure that the arrangements for dealing with violence at work are reviewed at suitable intervals.

### **Legal Reference**

This policy and its associated guidance outline the provisions Auchinairn EYC will make to discharge its duties in relation to the following statutory requirements.

The Health & Safety at Work etc. Act 1974, Section 2 - The duty to ensure so far as is reasonably practicable, the health, safety and welfare at work of its employees.

Care Standard: 14

Realising the Ambition: 3.2, 3.5 & 7.2

HGIOELCC: 3.1 1.5 2.1

This policy has reviewed and updated following consultation with staff and parent/carers

Signed: J.Brady

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