



Fazakerley High School



Violence at Work Policy

Statement of policy and commitment

Using the original definition of the Health & Safety Executive and Fazakerley High School views violence at work as:

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

- All violent incidents must be reported to the Head Teacher in the first instance
- Fazakerley High School is committed to promoting a safe working environment, where the risks of violence are reduced to the lowest practicable level
- Any form of violence involving employees is unacceptable and is committed to identifying and minimising foreseeable risks
- It is foreseeable that staff may have to deal with persons who are violent or aggressive, and such matters will be viewed seriously
- Fazakerley High School 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
- Fazakerley High School Recognises and accepts its legal responsibility to identify and reduce the risks to its employees, by undertaking risk assessment and implementing appropriate control measures including effective training and provision of information on how to prevent and deal with violence at work
- Fazakerley High School 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 Head Teacher will reserve the right to involve the police following a violent incident if appropriate
- Fazakerley High School will record and evaluate all reported incidents of violence in order to learn from such incidents, and to prevent as far as possible continued or similar instances