



'Our School is a Christian community in which pupils, staff, parents, governors and parishioners are working together, within a safe, healthy and stimulating learning environment, to achieve education of the highest possible quality, in order to prepare pupils to meet the challenge of their futures.'

'We celebrate the value of each child and set high expectations of them in our endeavours to sustain and develop their gifts and talents.'

Date Adopted	
Signed (Governors)	
Signed (Headteacher)	
Date for review	

Aim

- To protect the health, safety and welfare of pupils, employees, governors, contractors and visitors to the school.
- To establish basic principles for the recognition of, response to and the appropriate management of violence in order that members of staff may be better equipped to deal with a potential or actual situation.

Policy Statement

The Health and Safety Executive's definition of work-related violence is: *'any incident in which a person is abused, threatened or assaulted in circumstances relating to their work'*.

We recognise three broad forms of violence and aggression:

- Non-physical violence (intimidation, abuse, threats etc.)
- Physical violence (punching, kicking, pushing etc.)
- Aggravated physical violence (use of weapons, e.g. guns, knives, syringes, pieces of furniture, bottles, glasses, etc.)

Violence and aggression is unacceptable and the school has a duty on behalf of the community as a whole to do everything reasonably possible to keep pupils, employees, governors, contractors and visitors from harm. The school will not tolerate verbal, physical harassment or assaults on members of staff, pupils and other persons which is a result of employment at the school either during or outside working hours. The governors reserve the right to take appropriate action against the perpetrators of abuse towards staff and pupils. The school particularly recognises the potential for risk in terms of violence or aggression against staff in the following circumstances and has written the appropriate associated policy and risk assessment in relation to:

- Lone Working

Roles and Responsibilities

The governors are responsible for:

- ensuring this policy is reviewed and updated regularly

- ensuring prevention and control procedures are managed through appropriate risk assessments and / or policy procedures
- monitoring and providing support for the headteacher in her duties (as specified below)

The headteacher is responsible for:

- ensuring this policy is implemented (alongside related policies)
- assessing and monitoring risks on a day to day basis
- carrying out emergency procedures as detailed in the Fire Safety policy and critical incident policy.
- investigating, recording and appropriately dealing with all incidents of violence and aggression as specified in this policy
- providing appropriate care and support for victims

Employees (including the headteacher) are responsible for:

- discussing concerns they might have (related to actual or a potential situation) with the Headteacher (or Chair of Governors, as appropriate)
- ensuring their own actions do not escalate potentially awkward situations
- complying with the Fire Safety policy and critical incident policy and all other related policies held by the school
- observing and following procedures to ensure the health and safety of members of their pupils, fellow employees, governors, contractors and visitors
- reporting all occurrences of violence, aggressive / threatening behaviour, verbal abuse and near misses to the headteacher (or Chair of Governors, as appropriate)

Pupils are responsible for:

- their own behaviour, in line with the Behaviour Policy and the Anti-Bullying Policy
- following class and school rules
- discussing concerns they might have (related to actual or a potential situation) with an appropriate teacher or carer (this should be alongside the school policies on behaviour, physical intervention and SEN)

Relationship to Other Policies

This policy should be read in connection with the other policies held by the school, including:

- The Health and Safety Policy
- The Critical incident plan
- The Fire Safety Plan
- The First Aid Policy
- The Lone Working Policy
- The Code of Conduct for Staff, Supply Teachers and Volunteers
- The Behaviour Policy (which incorporates physical restraint)
- The Anti-bullying Policy

When brought to their attention, the governors will also pay due attention to current, related guidance from the LA, the HSE and regulations related to health and safety at work.