

## **THE HARMONY TRUST**

### **Policy regarding Violence and Aggression in School.**



#### **Statement of Intent**

The Harmony Trust recognises its Health and Safety responsibilities and will take all reasonably practicable steps to safeguard members of staff, pupils and visitors to the premises.

In dealing with violence and aggressive behaviour the Trust will ensure, to the best of their ability, ensure that the following systems are in place, understood and acted upon in an attempt to deal with a problem which is giving increasing cause for concern. In summary the Trust will address the following issues:

- Staff who have been subjected to assaults, in the form of physical or verbal abuse, will be fully supported by the schools senior management staff, and incidents will not be regarded as an inability to perform their duties satisfactorily.
- All incidents reported by members of staff will be fully investigated by a member of the school's senior management team.
- Where relevant, the police will be contacted (with the agreement of the member of staff).
- Staff will be encouraged to involve the representative of their recognised trade union or teaching association.
- Legal advice will be made available, in cases which the police will not prosecute, and which the individual wishes to pursue.
- Warning letters will be prepared and issued by the Trust as appropriate to people who threaten or verbally abuse members of staff.
- Senior members of school staff will ensure that all assaults on members of staff are investigated and reported to the Trust and Health and Safety Support Service.

#### **Risk Assessment on Violence and Aggressive Behaviour**

As part of the strategy to combat incidents of violence and aggressive behaviour the school Principal will arrange for the following action to be undertaken:

- Bring this document to the attention of all staff employed in their establishment
- Consider the arrangements already in place to combat this problem

## **Reporting and Recording of Incidents**

The Trust will ensure that all incidents of violence and aggressive behaviour are reported to the Principal, investigated by a member of the schools Senior Leadership Team and that the AIRS form is completed and sent to the Trust and Health and Safety team.

Any preventative measures arising from the incident will be considered by the school and Trust and implemented where practicable.

## **Role of the Police**

In the event of an assault or serious incident, the school Principal will contact the police and make arrangements for suitable interviewing facilities to be made available. It is important that the designated member of staff is fully aware of the circumstances in which the police are to be contacted. The Trust Head office will be made aware of any event which involves the police.

## **Monitoring the Effectiveness of Measures**

It is important that all incidents are reported and investigated in accordance with this policy. The Principal / Trust should consider the reports and the circumstances surrounding the incident and look out for trends in terms of the personnel involved, particular rooms or areas of school, pupils involved etc. If the strategies for dealing with the problem appear to be ineffective, Governors should consider their arrangements and amend them as appropriate.

## **Support for Staff Involved in Incidents**

All staff in school will be made aware of systems to deal with incidents of violence and aggressive behaviour and the school's senior management will be accessible and able to provide support and assistance to staff who have been involved in such an incident.

**Date: Jan 2017**