**Hornby St Margaret’s CE Primary School**

**Managing Violence and Aggression by Adults in Schools**

**Policy Statement**

1. **Policy Statement**
   1. The Governing Body of Hornby St Margaret’s C of E Primary School believe that all school staff have a right to expect that their school is a safe place in which to work and that prompt and appropriate action will be taken if they are subjected to abuse, threats or violence by parents and other adults on school premises and in exercising their duties off site.
   2. For the purposes of applying the provisions of the policy and associated guidance, school staff includes volunteers.
   3. This document sets out the whole school policy on managing violent or aggressive behaviour towards employees by adults including parents, visitors and trespassers.
   4. This policy is published as part of this school’s health and safety policies. It has been produced after consultation between Lancashire County council and employees through recognised Teacher Associations, Trade Unions, and the respective Diocesan Authorities.
   5. The Governing Body accept the following definition of violence:

***“Any incident, in which a person is abused, threatened or assaulted in circumstances relating to their work”.***

***This definition includes verbal abuse or threats as well as physical attacks.***

***(Health and Safety Executive)***

1. **Scope of the Policy**
   1. A separate policy applies to aggressive or violent behaviour on the part of children and young people.
   2. This policy does not apply to allegations of Bullying or Harassment between employees. The Bullying and Harassment procedure is available in school
   3. Should incidents of aggression or violence occur between employees the Disciplinary Procedure will apply. This is available in school
2. **Roles and Responsibilities**
   1. The roles and responsibilities of the Governing Body, Headteacher and employees are set out below.
   2. **Governing Body**
      1. The Governing Body are responsible for the implementation of this policy and ensuring it is operating effectively.
      2. The Governing Body and Headteacher are committed to meeting their legal duties and obligations. They recognise their general duty to ensure, as far as is reasonably practicable, the health, safety and welfare of their employees and other members of the school community affected by the work they do. (Health and Safety at Work Act 1974 s2).
   3. **The Headteacher**
      1. The Headteacher is responsible for the day-to-day implementation and management of the policy.
      2. The Headteacher may delegate the lead role on day-to-day policy implementation and management of the policy to a nominated Senior Manager.
      3. The Headteacher is also responsible for the following:
3. Ensuring that suitable and sufficient risk assessments are carried out of employees’ risk of exposure to violence and aggression and that appropriate control measures are implemented.
4. Making appropriate arrangements for incidents to be reported, recorded and investigated.
5. Regular monitoring of the level and general nature of any incidents and the school’s response to them.
6. The Headteacher will review the effectiveness of the policy including risk assessment, control measures and responses to incidents.
7. Provision of appropriate training for employees and volunteers.
8. An annual monitoring and evaluation report will be provided to the Governing Body by the Headteacher.
   1. **Employees**
      1. Employees also have a responsibility to protect their own safety and that of their colleagues and anyone else who may be affected by the work they do.
      2. Volunteers should follow school procedures.
      3. Employees must contribute actively in hazard and risk assessment, and familiarise themselves with policies, guidelines, control measures, instructions and reporting procedures. They should also participate positively in appropriate training. Depending on their role some employees may also have a legal responsibility to participate in appropriate training.
      4. All incidents of violence and aggression (as defined at paragraph 1.5 above) must be reported, recorded and investigated. Appropriate action will be undertaken by the Headteacher with the aim of reducing the risk of a recurrence.
      5. The Governing Body will support the right of any member of staff who has been subject to violence ¹to report the incident to the police.
9. **Support and Guidance**
   1. Access to Occupational Health will be available to employees who are faced with violence or aggression in the course of their employment. They will also be encouraged to contact their Teacher Association, Trade Union representative or Safety Representatives.

An Occupational Health referral will be made to establish what further support can be provided to the employee.

* 1. Appropriate guidance will be made available to employees to enable them to deal with any incidents of violence or aggression. Employees will be given access to appropriate training and support by the Headteacher.

1. **Policy review**
   1. This policy and associated guidance will be reviewed regularly by Lancashire County Council, Childrens’ Services Authority (CSA). The Headteacher will provide an annual review report to the Governing body on the effectiveness of the policy and associated guidance.

**MANAGING VIOLENCE AND AGGRESSION IN SCHOOLS BY ADULTS POLICY**

**DEFINITION OF TERMS**

The following definitions apply to the policy on ‘Managing Violence and Aggression by Adults':

**Volunteer:** A person who is not an employee of the school who carries out work at the school on an unpaid basis.

**Employee:** A person who works at the school or setting under a contract of employment.

**Trespasser:** A person who has no lawful right to be on the premises of the school or, having come on to the premises lawfully, behaves in such a way as to cause a nuisance or disturbance.

**School:** References to school include community schools, voluntary-controlled schools, voluntary-aided schools, foundation schools, maintained special schools, maintained nursery schools, PRU's, maintained early years provision and Childrens' Centres with a Governing Body.

**Child or young person:** The “Managing Violence and Aggression by adults” policy does not apply to children or young people. A child or young person is defined as either:

(i) a pupil or student on the roll of the school or setting, **or**

(ii) a pupil or student from another educational establishment who is attending the school or setting by invitation in order to participate in education or school activities.

A child or young person who does not have a lawful reason to be on school premises is defined as a trespasser and as such is covered by the Managing Violence and Aggression in schools at Work by Adults policy.