



Violence Policy

Introduction.

The school policy referring to violence on our school site was developed to reflect the City Council Violence Policy statement and has been agreed by the whole staff and has the full agreement of the Governing Body. The policy was approved and ratified by the Pupils and Personnel sub-committee of Governing Body during the autumn term 2006.

Statement of Aims

In an organisation as large and diverse as Ambleside Primary school employees may be exposed to potentially violent and threatening situations in the normal course of their duties.

However, employees at our school are not expected to accept violence as part of their normal work activities.

The Health & Safety at Work etc. Act 1974 requires Nottingham City Council and governors at Ambleside Primary school to ensure the health, safety and welfare of their employees whilst at work and this extends to taking all reasonable action to eliminate or minimize violence from occurring.

Within the same legal framework, employees have a legal duty to take reasonable care for the health and safety of themselves and others and to co-operate with employers in discharging their statutory responsibilities.

Nottingham City Council and Ambleside Primary school will therefore: -

- Make it widely and explicitly known that it will not accept or tolerate violent, shouting or threatening behaviour towards its staff or anyone else acting on its behalf;
- Take appropriate preventive action to minimize potential risks, through environmental design, work procedures, risk assessments, instructions, information and training;
- Take effective and appropriate steps to deal with violent incidents by investigating all reported incidents, reviewing the service provided to the assailant, and taking all further appropriate legal action that is possible:
- Use the disciplinary procedure where violence occurs between employees:
- Be fully supportive of staff who experience violence, including the provision of counseling:
- Work in partnership with the Police and other Agencies to identify assailants and take steps to distribute information relating to those persons, in order to prevent or discourage repeat violent offences.

In all cases the Head Teacher will;

- make a record of the incident in the school log book,
- record the incident on the appropriate Local Authority forms
- issue a warning letter to assailant about the inappropriateness of their behaviour.
- inform the Local Authority about the incident.
- and when necessary take all further appropriate legal advice and action necessary.

Racial Equality & Equal Opportunities

All individuals have equal access to the school and curriculum regardless of their gender, race disability or ability. We plan work that is differentiated for the performance of all groups and individuals. Ambleside Primary school is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

Review

This policy will be reviewed in the autumn term 2012.