

Motion to Council – Violence at Work

Violence and aggression at work in the Local Government Sector is a serious problem. It is consistently raised by UNISON members as one of their greatest concerns at work.

Surveys show almost half the members in the sector have experienced an incident of violence or aggression at work in the previous two years. Upsettingly, school support staff believe they are more than ever exposed to violence and aggression in their workplace.

Incidents include staff being punched, bitten, pushed and kicked while carrying out their jobs. Concerningly, lower level violence and verbal abuse is seen by some staff as a routine part of their working lives.

Employers already have a legal duty to protect their staff. UNISON's Violence at Work Charter aims to raise awareness and encourage best practice in tackling violence at work. It should not be seen as either a routine or normal part of the job.

This Council believes:

- Staff should come to work feeling safe, and not in fear of being abused, threatened or harmed.
- Staff should feel supported by their employer.
- Without the dedication and professionalism of our staff, the council services our residents rely on would not be deliverable.

This Council resolves to:

- Reaffirm its commitment to Social Partnership and to consult and work collaboratively with trades unions.
- Adopt Unison's Violence at Work Charter.
- Encourage all schools to adopt the Charter.
- Encourage, Aneurin Leisure Trust to adopt the Charter.

Unison [Violence at Work Charter](#)

The Charter is a list of 10 basic actions that employers can take to improve safety at work for their staff. They include appropriate training, support for the victims of violence and monitoring of incidents.

The Violence at Work Charter Standards

To qualify For the Unison Violence at Work Charter Mark, employers must meet the following standards:

1. The employer has a written violence and aggression at work policy, which is available to all staff. The policy should also cover lone working.

2. Responsibility for implementing these policies lies with a senior manager.
3. Measures are taken to reduce staff working in isolated buildings, offices or other work areas to a minimum.
4. Staff are encouraged to report all violent incidents on a regular and ongoing basis.
5. The employer collects and monitors data on violent incidents on a regular and ongoing basis.
6. Where they are in place, union safety reps are able to access this data and are consulted on solutions to issues relating to violence in the workplace.
7. Thorough risk assessments are conducted for staff placed in vulnerable situations.
8. The employer has support pathways in place for staff who are victims of violence at work, so that they know where to turn for advice and support.
9. Training to ensure staff are aware of the appropriate way to deal with threatening situations.
10. Where appropriate, independent counselling services are available to staff who are the victims of violence at work.

Signed:

Cllr Helen Cunningham

Cllr Lisa Winnett

Cllr Jacqueline Thomas

Cllr Tommy Smith

Cllr Derrick Bevan

Cllr John C Morgan

Cllr Haydn Trollope

Cllr Sonia Behr

Cllr Sue Edmunds

Cllr Keith Chaplin

Cllr Chris Smith

Cllr Ellen Jones