

Reference: FOI-573

Request:

Please note: This FOI request refers to the Health and Safety Executive (HSE) definition of violence at work https://www.hse.gov.uk/violence/index.htm:

"Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work. This can include verbal abuse or threats as well as physical attacks."

1. Do you have a policy/policies in place to protect staff from violence at work?

Yes

2. Are these policies built into the commissioning process for organisations delivering outsourced services on your behalf?

No, but our tendering process and subsequent due diligence checks include violence and aggression where this forms a significant part of the risks associated with the tasks our tenderers / partners will be performing.

3. Have you updated your violence at work policies to reflect the increased number of home, remote and flexible workers?

Yes. Our homeworking guidance includes domestic abuse and home / remote working features in our Lone Working Policies and associated procedures.

4. If you collect data on violent incidents, how many violent incidents towards staff did you record in the following years:

Year	Number of violent incidents
2019-20	109
2020-21	35
2021-22	62

5. Do you collect equalities data relating to violent incidents towards staff?

No

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6. If so, how many violent incidents did you record for each of the following groups over the following years:

	2019-20	2020-21	2021-22
BAME Staff			
Disabled Staff			
LGBT+ Staff			
Women Staff			

7. Is advice, support, or counselling available for staff who are victims of violence at work?

Yes. Localised identification and debriefing measures are in place, in addition to Counselling referral via occupational health service where required.

8. Of those staff who were victims of violent incidents, how many took up the offer of the following:

Information not held. The Authority does not record this information.

	2019-20	2020-21	2021-22
Advice			
Support			
Counselling			

9. Are you signed up to UNISON's End Violence at Work Charter:

No

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