



Violence at Leeds Beckett University: a Policy Statement

1 Introduction

The Management of Health and Safety at Work Regulations 1992 and Approved Code of Practice which came into force on 1 January 1993 places duties on employers to establish procedures relating to hazards at work and the significant risks associated with such hazards.

These duties require employers to develop a systematic and organised approach to health and safety hazards and risks. Assessment of risks and significant findings are required to be recorded.

Violence at work is recognised as a potential hazard with associated risks and is, therefore, a health and safety issue.

2 Definition of violence

Incidents of violence can be wide-ranging. These include but are not limited to:

- anti-social behaviour involving physical and/or verbal abuse howsoever manifested;
- behaviour adjudged to be motivated by hatred of racial or other minority groups protected by law;
- incitement to hatred of racial or other minority groups protected by law;
- incitement to acts of violence;
- intimidating or threatening behaviour, with and without weapons;
- spitting;
- physical injury; and
- other manifestations of angry behaviour by an assailant.

In extreme cases a violent incident may lead to a major injury or death.

3 Commitment of our University

Violence towards university employees, students and visitors is unacceptable and our University is committed to providing a safe environment for all employees, students and visitors.

This commitment extends, in liaison with other agencies, to seeking to prevent violence to employees, students and visitors in the vicinity of our University and the vicinity of university student residential accommodation.

This commitment also extends to promulgating this policy statement within the university community and heightening employees' and students' awareness of the seriousness with which violence is viewed.

To this end our University will:

- i take steps to monitor and improve those parts of university premises and environs which are considered to be potentially hazardous generally and to vulnerable groups specifically eg internal and external lighting, means of summoning assistance, security doors, etc;
- ii establish a reporting, monitoring and follow-up system for all incidents of violence on and in the vicinity of university premises including student residential accommodation;
- iii provide, as appropriate, guidance and/or training on the avoidance of violence and on personal safety for employees and students;
- iv provide, as appropriate, training in handling violent or potentially violent occurrences for specific groups of employees;
- v ensure that any employee, student or visitor who alleges that a university employee has initiated a violent act whilst engaged on university business and/or on university premises or environs shall have the allegation dealt with according to the university *Staff Disciplinary Procedure*;
- vi ensure that any employee, student or visitor who alleges that a university student has initiated a violent act, and is therefore in breach of the *Student Code of Discipline* shall have the allegation dealt with according to the procedures specified under that code;
- vii ensure that any employee, student or visitor who alleges that a person not being a university employee or student has initiated a violent act on university premises or environs shall have their allegation reported to the police; and
- viii establish a support system for employees and students who may be victims of violent behaviour at our University.

4 Responsibility of management

It is the responsibility of management and those acting on management's behalf to seek to prevent violence at our University.

5 Responsibility of individuals

The support and co-operation of individual employees, students and visitors is required in order to seek to prevent violence at our University.

6 Review of the policy statement

This policy statement will be reviewed from time to time.

If an employee, student or visitor considers there is a need for an amendment to be made to the policy statement, the matter should be brought to the attention of the Secretary and Registrar.

7 **References**

- i Health and Safety Executive (1988)
Preventing Violence to Staff
HMSO

- ii Health and Safety Executive (1990)
Violence to Staff
Health and Safety Executive

- iii Health and Safety Commission Education Service Advisory Committee (1990)
Violence to Staff in the Education Sector
HMSO