

Report to the Cabinet



**Epping Forest
District Council**

Report reference: C/028/2006-07.

Date of meeting: 4 September 2006.

Portfolio: Finance, Performance Management & Corporate Support Services.

Subject: Violence at Work Policy.

Officer contact for further information: Tony Tidey (01992 – 56 4254).

Democratic Services Officer: Gary Woodhall (01992 – 56 4470).

Recommendation:

That, as recommended by the Joint Consultative Committee, the Violence at Work Policy be approved and implemented.

Report:

1. For some time there has been a perception that violence against public-facing staff has been increasing in many employment sectors. Indeed many NHS Trust policies are explicit in setting out a 'zero tolerance' approach to violence against front line staff, and publicise this in areas of public contact.
2. Mindful of these issues, a cross Service Working Party was established by Management Board with the aim of drawing up a policy which sets out the Council's approach to dealing with potential violence against staff. The results of this are set out at Appendix 1. The policy sets out a framework for individual services to develop their own arrangements, suited to local circumstances and needs, and based on risk assessments.
3. In addition, the corporate policy sets out the support which can be made available to staff who are subject to violence or abuse. It is recognised that this is a particular concern to staff who would look to the Council to take action on their behalf. This is not always possible due to a potential conflict of interest. However, the policy clearly sets out arrangements for staff to be supported wherever possible.
4. Following implementation, the effectiveness of the policy will be evaluated by Safety Forum once it has been introduced.

Statement in support of recommended action:

5. To ensure that the Council has a clear policy in respect of violence at work against public-facing staff.

Options for action:

6. To not implement the policy.

Consultation undertaken:

7. Joint Consultative Committee.

Resource implications:

Budget provision: None.

Personnel: None.

Land: None.

Community Plan/BVPP reference: N/A.

Relevant statutory powers: The Health & Safety at Work Act 1974. The Management of Health & Safety at Work Regulations 1999.

Background papers: File papers in Human Resources.

Environmental/Human Rights Act/Crime and Disorder Act Implications: N/A.

Key Decision reference (if required): Will advise when key decisions have ref nos.