

<b>GENERAL PURPOSES COMMITTEE</b>	<b>DATE</b> 24 July 2024	<b>ITEM NO</b> 6
<b>TITLE</b> Violence and Aggression H&S arrangements policy standard	<b>WARD (S)</b> All	
<b>CHIEF OFFICER</b> Director of Communities, Environmental and Central	<b>CABINET MEMBER</b> Leader of the Council	
<b>DECISION CLASSIFICATION</b> Non-key Decision Non-Exempt	<b>IS THE FINAL DECISION ON THE RECOMMENDATIONS IN THIS REPORT TO BE MADE AT THIS MEETING?</b> Yes	

## 1. **Decision required**

This report makes the following recommendations to the decision-maker:

- 1.1 To agree to the following policy standard: -
  - Violence and Aggression Health and Safety Policy Standard

## 2. **Links to Our Greenwich missions**

2.1 This report relates to the Council's agreed missions as follows:

- People will not experience discrimination
- Everyone in Greenwich is safer, and feels safer
- Our Council works in the most efficient and effective ways possible
- Our Council is a great place to work, with a diverse workforce who have the right skills and are motivated and empowered to deliver

2.2 The Violence and Aggression Health and Safety Policy Standard seeks to protect staff from violence and aggression at work, and to provide a framework to enable directorates to put into place arrangements to ensure that staff are protected from violence and aggression, including violence and aggression of a discriminatory nature.

## 3. **Purpose of Report and Executive Summary**

3.1 The Policy Standard sets out how the council will meet its legislative responsibilities as an employer and demonstrates how it intends to meet the requirements of the applicable legislation.

- 3.2 The Policy Standard provides the council with assurances that appropriate measures are in place to ensure compliance with legislative requirements and identifies required arrangements for the management of safety measures to facilitate all directorates to be in the correct position to mitigate risk as far as reasonably practicable.
- 3.3 The Violence and Aggression Health and Safety Policy Standard supports directorates in ensuring a safe working environment for staff by providing a corporate approach to supporting staff who experience violence and aggression from members of the public in the course of their role.

#### **4. Introduction and Background**

- 4.1 Health and Safety Policy Standards are developed by the Health and Safety service to provide an overarching corporate policy standard for use by all directorates, so they can meet their legislative responsibilities consistently and robustly across the whole of the council.
- 4.2 In addition to allowing the Council to meet its legislative responsibilities, Health and Safety Policy Standards also provide a framework to enable directorates to develop and have in place local safety arrangements specific to their local needs and requirements, in line with the corporate Policy Standard.
- 4.3 The Violence and Aggression Health and Safety Arrangements Policy Standard was developed to provide all directorates with a clear framework for how the council recognises and will meet its legislative responsibilities as an employer and to ensure its employees can meet their legislative responsibilities as set out in the Health and Safety at work act 1974 and the Management of Health and Safety Regulations 1999.
- 4.4 The Violence and Aggression Health and Safety Policy Standard covers and provides the following on a corporate basis.
- Definitions of Violence & Aggression
  - Responsibilities
  - Reporting and other actions following a Violence and Aggression incident.
  - Legal advice & assistance
  - Counselling and support
  - Training

- 4.5 This Policy Standard has been presented to the Zero Tolerance Future of Work Workstream for the group consultation, including GMB and Unite union representatives, consultation with the group and union representatives has been fully completed by the requirements of the Safety Representatives and Safety Committees Regulations 1977 with all revisions and amendments have been made to the final draft version.
- 4.6 A final draft version of this Violence and Aggression Policy Standard was considered by the Health and Safety Corporate Committee on 11 December 2023, with no further amendments from the Committee.
- 4.7 Each Policy Standard is document controlled and has an issue date and review date (every three years for policy standards), which will allow for prompt amendments or where there may be further change in legislation. All Policy Standards are available to staff on the Health and Safety intranet.

## **5. Available Options**

- 5.1 **Option 1** – To agree the Violence and Aggression Policy Standard.
- 5.2 **Option 2** – Not to agree the Violence and Aggression Policy Standard.

## **6. Preferred Option**

- 6.1 Option 1 - To agree the Violence and Aggression Policy Standard.

## **7. Reasons for Recommendations**

- 7.1 The Policy Standard sets out required controls, processes, and reporting processes for the management of required safety measures to mitigate risk and eliminate risk as far as reasonably practicable to the council its employees and any other person that may be affected by the council's undertakings.
- 7.2 Policy Standards are available, should they be requested by enforcement bodies or potential evidence in any civil or legal court hearing or proceedings.
- 7.3 Not agreeing the Policy Standard would lead to a gap in respect of the corporate controls to manage safety and mitigate risks, requiring all Council directorates to adopt their own standards, creating a risk of conflicting standards across the Council.

## 8. Next Steps: Communication and Implementation of the Decision

8.1 Once approved all council employees will be made aware of the Policy standard via the following methods.

- Publication on the Health and Safety intranet
- Talk Greenwich
- Corporate Health and Safety meetings
- Shared with relevant staff by Directorate Lead Safety Officers
- Directorate Health and Safety meetings

## 9. Cross-Cutting Issues and Implications

Issue	Implications	Sign-off
<b>Legal</b> including Human Rights Act	<p>The General Purpose Committee is requested to agree the Violence and Aggression Health and Safety Policy Standard.</p> <p>The Violence and Aggression Health and Safety Policy Standard seeks to provide a clear framework for how the council will meet its legislative responsibilities as an employer and to ensure its employees can meet their legislative responsibilities as set out in the Health and Safety at work act 1974 and the Management of Health and Safety Regulations 1999.</p> <p>The policy aims to mitigate against risk and manage the safety of its staff as far as possible.</p>	Ronica Best Assistant Head of Legal 28/06/2024
<b>Finance</b> and other resources	<p>This report makes the following recommendations to the decision-maker:</p> <p>To agree to the following policy standard: -</p> <ul style="list-style-type: none"><li>• Violence and Aggression Health and Safety Policy Standard.</li></ul>	Joanne Stark Head of Accounting & Business Change 20 <sup>th</sup> June 2024

	There are no direct financial implications arising from the recommendation in this report.	
<b>Equalities</b>	<p>The decisions recommended through this paper have a remote or low relevance to the substance of the Equality Act. There is no apparent equality impact on end users.</p> <p>This decision supports the Council's Equality Objectives by ensuring that Council staff are treated fairly and with dignity and are not subject to violence or aggressive behaviour at work.</p>	David White, Head of Information, Safety and Community, 18 June 2024
<b>Climate change</b>	This report does not make any direct contribution to the Greenwich Carbon Neutral Plan agreed by Cabinet on 18 November 2020.	David White, Head of Information, Safety and Community, 18 June 2024
<b>Risk management</b>	The decisions recommended through this report have a remote or low risk to the Council and do not significantly impact the risks identified on the Council's Risk Register	David White, Head of Information, Safety and Community, 18 June 2024
<b>Health and Safety</b>	This policy standard identifies control processes and reporting for the management of required safety measures to mitigate risk for its related area of safety and to meet all applicable legislative requirements. And facilitate all directorates/services to be able to develop and have their specific safety arrangements.	Gary Buten Health and Safety manager, 18 June 2024
<b>Health and wellbeing</b>	Each policy standard provides assurances that the health and wellbeing of all residents, their visitors, employees, and contractors are	Gary Buten Health and Safety manager, 18 June 2024

	accounted for while living, visiting, or conducting related work for and on behalf of the council.	
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## 11. **Report Appendices**

11.1 The following documents are to be published with and form part of the report:

- **Appendix I:** Violence and Aggression H&S arrangements policy standard

## 12. **Background Papers**

None

Report Author: Gary Buten Health and Safety Manager  
Tel No. 020 8921 2217  
Email. [Gary.Buten@royalgreenwich.gov.uk](mailto:Gary.Buten@royalgreenwich.gov.uk)

Reporting to: David White – Head of Information, Safety and Community  
Tel No. 020 8921 3943  
Email. [David.White@royalgreenwich.gov.uk](mailto:David.White@royalgreenwich.gov.uk)

Chief Officer: Mirsad Bakalovic – Director of Communities, Environmental and Central  
Tel No. 020 891 6432  
Email. [Mirsad.Bakalovic@royalgreenwich.gov.uk](mailto:Mirsad.Bakalovic@royalgreenwich.gov.uk)