



**North Cornwall
Learning Trust**

Working Together for Local Children

**VIOLENCE AND AGGRESSION BY A STUDENT TOWARDS
ANOTHER STUDENT(S) OR MEMBER OF STAFF**

October 2020

Version 1

1. Introduction

1.1. Schools are places where every student and member of staff should feel safe. There are no circumstances in which violence towards another person is acceptable, whatever form it takes; nor should any student or adult be expected to accept exposure to violent behaviour.

1.2 With regard to staff this policy covers students and all full-time and part-time teaching and support staff, irrespective of whether they hold permanent or temporary post; it also covers casual employees, such as supply teachers and exam invigilators.

1.3 This policy applies to all school operations and includes where workers are undertaking work which interfaces with the public where there could be a foreseeable risk from violent or abusive behaviour. This can include employees who do not come face to face with the public but interface on the telephone and include verbal abuse.

2. Definition of violence

2.1 Any incident in which a person is abused, threatened or assaulted is deemed 'violence'.

2.2 In more detail:

- **Physical assault** is assault with or without a weapon, resulting in actual physical harm (battery) at a level of bruising, cuts, lacerations, hair pulling, or more serious injury
- **Physical abuse** is attempted assault with or without a weapon which did not result in actual physical harm
- **Sexual assault** is sexual assault resulting in actual physical harm at the level of bruising, cuts, lacerations, or more serious injury
- **Sexual abuse** is sexual harassment or other forms of inappropriate sexual behaviour which did not result in actual physical harm to the employee
- **Threats** can be oral, pictorial or written (including social media), or by actions to the person, or both
- **Property damage or thefts** to the property of another person
- **Other** – any form of physical/sexual assault, or psychological abuse, or threats, not contained in the above, which the victim considers to have been sufficiently serious enough to warrant concern.

3. The Governing Board's commitments

3.1 The Governing Board acknowledges it has a legal duty of care towards those who work at and attend the school, and a responsibility to ensure, insofar as is reasonably possible, that the school is a safe place in which staff and students may work without fear of being subjected or having to witness to violence or aggression.

3.2 When appropriate and with consultation with staff the Governing Board will maintain a continuing programme of risk assessment, aimed at identifying risks from violence and controlling these at an acceptable level within available resources. The outcomes of risk assessment for violence should be reported annually to the full governing board and reviewed termly as part of the normal Health & safety reporting system.

3.3 The Governing Board will expect all students with a school or community record of violence to have undergone a risk assessment as part of the induction process when taken on roll. Where concerns are

raised over resources to support at-risk individual students, Governors will support the Headteacher in any request for a delay in start date until support is in place.

3.4 The Governing Board will ensure that all staff who are likely to be affected (e.g. in a class taught by the member of staff) are informed of any circumstances which are likely to carry a risk of violence or aggressive behaviour.

3.5 Appropriate staff are authorised by the Governing Board to exercise the power to exclude persons from the school premises under terms of Section 40 of the Local Government (Miscellaneous Provisions) Act 1982. Where that person is a parent this may take the form of a temporary or permanent ban on entering the school site or other restricted access agreement.

3.6 The Governing Board will support the right of any member of staff who has been subjected to violence to report the incident to the police. An employee will have no right to any benefit under the Criminal Injuries Compensation Scheme unless the incident has been reported to the police.

4. Members of staff – commitments

4.1 Staff are required to follow procedures by reporting incidents of violence or aggressive behaviour. Failure to do so works against attempts to identify and control risks.

4.2 Any person being the subject of violent or aggressive behaviour will be supported according to any need

5. Disciplinary issues with regard to students

5.1 Any student who perpetrates an act of violence against an adult or a student will be subject to the appropriate disciplinary procedure:

- All acts of violence will result in at least a period of inclusion unless judged by SLT to warrant a fixed term exclusion
- One-off serious incidents could result in permanent exclusion
- Acts of violence over a period of time may also result in permanent exclusion

5.2 When dealing with incidents of violence staff will have regard to the interests of other pupils and people working at the school and in particular where allowing the perpetrator to remain in school would seriously harm the education or welfare of pupils or others in the school.

5.3 Where a student has a record of challenging behaviour from a previous school and a risk assessment has been conducted prior to being taken on roll this does not restrict the ability of the new school to permanently exclude if further acts of violence are carried out.

If you would like this in a different format please contact the school

Version and Date		Action/Notes
1.0	October 2020	New policy, reviewed, amended – Phil Banks

Policy Reviewed:	October 2020
Next Review:	Autumn Term 2022