



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
<b>BAME Staff</b>			
<b>Disabled Staff</b>			
<b>LGBT+ Staff</b>			
<b>Women Staff</b>			

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
<b>Advice</b>			
<b>Support</b>			
<b>Counselling</b>			

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

**No**