

Health & Safety Policy

Summary - Violence

Work carried out by a number of bodies on the incidence of violence within the education sector as a whole produced disturbing evidence on the levels of threatening behaviour and physical violence.

Violence being defined as “any incident in which an employee is abused, threatened or assaulted by a student, a member of staff, or a member of the general public in circumstances arising out of the course of their employment”.

Included within this definition would be rude gestures, innuendoes, sexual and racial harassment and malicious damage to employee’s property.

Fortunately, the number of recorded physical attacks on staff by students within the education sector are few.

The university is committed to being fully supportive to staff who have been the subject of violence in connection with their university duties and to taking measures to minimise potential risks.

Staff are encouraged to report such incidents to their supervisor and/or Dean of School/Director of Service and to the Health & Safety Team on the university accident/incident form, copies of which are available from Deans of School, Directors of Service or Security Office. The reporting of such incidents can assist in measures being taken to prevent a recurrence.



Further information and related links

Health & Safety website <http://staff.napier.ac.uk/has>

[Information on completing an accident/incident form](#)

Health & Safety Executive website <http://www.hse.gov.uk/violence/>