



## CALLINGTON COMMUNITY COLLEGE (FOUNDATION SCHOOL)

# VIOLENCE TO STAFF AND STUDENTS POLICY

### Statement of Intent

The staff and Governing Body of Callington Community College want to establish a learning environment that allows every member of staff and student to give of their best. An essential element to establishing this ethos is that the relationship of all in the college is based upon mutual respect, understanding and tolerance.

Aggression defined as “A conscious intention to hurt or harm someone else against his or her will”, and violence defined as “A deliberate act of aggression intended to result in physical injury to another person against their will”, have no part in our learning community. Significantly, aggression is not just physical injury but a wider concept (verbal abuse, for example).

Anyone who is considered to be guilty of an act of aggression or violence by the Headteacher will be severely dealt with. The minimum sanction applied to a student in such circumstances will be a period of exclusion once a careful examination of the evidence has taken place and their guilt established.

Any assault on members of staff will be notified to the police. We will always advise parents of their right to do likewise if their child is assaulted whilst at college. If the police will not prosecute the college will pursue legal advice and action through the LEA.

### Initial Status Review

The Governors when undertaking their annual Health and Safety inspections will ensure they review incidents of violence recorded in the previous year. In order to undertake appropriate risk assessment all recorded assaults will be categorised into one of the following:

- Assaults by students;
- Assaults by students’ families;
- Assaults from intruders on site.

Risk assessment will then be focussed on analysing if security systems are appropriate and effective in minimising potential assaults.

## **Control Measures**

The Governors of the college will work to ensure that reasonable preventative measures are in place which minimise the risk of incidents of assault and violence.

## **Follow-up Actions**

Any assault or violent incident will be thoroughly investigated and appropriate action taken to reduce the risk of recurrence and to support the member of staff involved.

Normally a de-brief with the member of staff concerned will be undertaken by a senior member of staff. If appropriate a medical check up will be offered and/or counselling. The police would normally be notified unless the employee objects.

The Headteacher will consider whether it would be appropriate to write to the person in order to warn of further action should their behaviour continue.

Where injury has occurred an HSW5 form will be completed and returned to the Health and Safety Section, Education Department.

Appropriate follow-up support to the member of staff will be provided according to need.

## **Other relevant policies**

Policy on the Use of Force to Control or Restrain Students.