

REPORT TO: Executive Board

DATE: 21 February 2019

REPORTING OFFICER: Strategic Director, Enterprise, Community and Resources

PORTFOLIO: Resources

SUBJECT: Unison's End Violence at Work Charter

WARD(S) Boroughwide

1.0 PURPOSE OF THE REPORT

1.1 The purpose of this report is to seek Executive Board's support to a recommendation being made to the Full Council that the Council formally signs up to Unison's End Violence at Work Charter.

2.0 RECOMMENDATION: That Council be recommended to adopt the Unison "End Violence at Work Charter" and works with Unison representatives to ensure the standards within the Charter are adhered to.

3.0 BACKGROUND

3.1 The Council has been approached by Unison to see if it would support and adopt Unison's Violence at Work Charter. A copy of the standards set within that Charter is attached at the Appendix to this report.

3.2 Unison are approaching all major employers in the community and voluntary sector asking them to sign up to the Charter. They have approached the Council with a similar request. Any employer seeking to sign up will be asked for evidence of their compliance with the 10 points in the Charter before signing. Organisations which need to make any changes to their practices will be given one year to make those changes indicating their timescales to deliver on all the points.

3.3 The Council has always placed great emphasis on the health and safety of its employees. It has established practices and procedures in place to protect its employees, including regular public reports to the Corporate Policy and Performance Board. It keeps those practices and procedures under constant review both in the light of experiences and changes in legislation. There is no reason why the Council should not sign up to the Charter as it very much reflects the Council's own philosophy and existing practices.

3.4 It is suggested that the Executive Board recommend that the Council

signs up to the Charter and that officers work with Unison in matching up the Council's existing practices with the standards in the Charter.

4.0 POLICY IMPLICATIONS

4.1 Signing up to the Charter would complement the work and priority given by the Council to the very important area of its activity.

5.0 FINANCIAL IMPLICATIONS

5.1 Any costs related to signing up to the Charter are anticipated to be minimal.

6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES

6.1 Protecting the Council's workforce from any form of violence is clearly crucial to the delivery of all of its priorities.

7.0 RISK ANALYSIS

7.1 There are no risks associated with this report.

8.0 EQUALITY AND DIVERSITY ISSUES

8.1 There are no equality and diversity issues associated with this report.

9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972

None under the meaning of the Act.

The Violence at Work Charter Standards

To qualify for the UNISON Violence At Work Charter mark, employers must meet the following standards:

1. The employer has a written violence and aggression at work policy, which is available to all staff. The policy should also cover lone working.
2. Responsibility for implementing these policies lies with a senior manager.
3. Measures are taken to reduce staff working in isolated buildings, offices or other work areas to a minimum.
4. Staff are encouraged to report all violent incidents and they are told how to do this.
5. The employer collects and monitors data on violent incidents on a regular and ongoing basis.
6. Where they are in place, union safety reps are able to access this data and are consulted on solutions to issues relating to violence in the workplace.
7. Thorough risk assessments are conducted for staff placed in vulnerable situations.
8. The employer has support pathways in place for staff who are victims of violence at work, so that they know where to turn for advice and support.
9. Training to ensure staff are aware of the appropriate way to deal with threatening situations.
10. Where appropriate, independent counselling services are available to staff who are the victims of violence at work.