

Health & Safety Seminar 2024

Tackling Violence in Public Services



Violence at Work is a serious problem across public services. It is consistently raised by UNISON members as one of their greatest concerns at work. Incidents include workers being threatened, punched, pushed and kicked while carrying out their jobs.

The UNISON Violence at Work Charter is a useful resource for UNISON activists campaigning for an end to Violence at Work in public services. Use the QR code on the back of this booklet to access the Charter and many more UNISON health and safety resources.

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.



END VIOLENCE AT WORK

9.15	<p>Registration Refreshments will be served</p>
09:45	<p>Chair opening of seminar <i>Joan McNulty</i>, Chair of UNISON's National Health and Safety Committee</p>
10.10	<p>Welcome video message from UNISON's General Secretary <i>Christina McAnea</i></p> <p>Welcome address from UNISON Northern Ireland Regional Secretary <i>Patricia McKeown</i></p>
10.25	<p>Violence in public services; a health and safety crisis <i>Joe Donnelly</i>, National Officer Health and Safety, UNISON</p>
10.40	<p>Tackling Violence in Public Services</p> <p>Speakers <i>Clare Moore</i>, Health and Safety Officer, Irish Congress of Trades Unions <i>Emma Lingley-Clark</i>, CEO, Suzy Lamplugh Trust <i>Josie Irwin</i>, Head of Equality Unit, UNISON <i>Mike Calcutt</i>, Deputy Director (health and work), Health and Safety Executive <i>Shelly Asquith</i>, Health and Safety Policy Officer, Trade Union Congress</p>



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11.15	<p>Panel Q&A Previous speakers will be joined by Pam Sian, Vice Chair of UNISON's National Health and Safety Committee for a panel discussion</p>
11.45	<p>Refreshments in workshop rooms</p>
12.15	<p>Workshop sessions</p>
1	<p>Sexual harassment in the workplace <i>Bukky Akinwale,</i> National Women's Officer, UNISON</p>
2	<p>Organising: End Violence at Work Charter <i>Haifa Rashed,</i> Assistant National Officer, UNISON <i>Gavin Edwards,</i> Senior National Officer, Social Care Lead, UNISON</p>
3	<p>Violence in Healthcare <i>Alan Lofthouse,</i> Acting Deputy Head of Health, UNISON <i>Jill Weir,</i> Health Service Group Executive, UNISON</p>
4	<p>Violence in Schools <i>Leigh Powe,</i> National Officer, UNISON <i>Rebekah Corbett,</i> Local Organiser UNISON</p>
5	<p>Supporting members with Long Covid <i>Deidre Costigan,</i> Disability National Officer, UNISON</p>



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6	<p>Building Safety <i>Mike Hines</i>, Assistant National Officer for Health and Safety, UNISON</p> <p><i>Janet Newsham</i>, Greater Manchester Hazards Centre</p>
7	<p>Clearing the Air: The costs and benefits of removing asbestos from UK schools and hospitals <i>Liz Darlington</i>, CEO, Mesothelioma UK</p>
8	<p>Assaults at work: how we can best support our members via our personal injury legal scheme. <i>Helen Buczynsky</i>, Senior Legal Officer</p> <p><i>Mark Johnston</i>, Paralegal, UNISON Legal Services</p>
13.15	Lunch
14.15	Workshop sessions
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2	<p>Organising: End Violence at Work Charter <i>Haifa Rashed</i>, Assistant National Officer, UNISON</p> <p><i>Gavin Edwards</i>, Senior National Officer, Social Care Lead, UNISON</p>



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15.15	<p>Refreshments</p>



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15.45	Feedback from workshops: sharing learning and action points
16.15	Violence against women at work Experiences across Europe <i>Aline Bruser, Advisor, European Trade Union Confederation (ETUC)</i>
16.50	Chair's summing up of the day <i>Joan McNulty, Chair of UNISON's National Health and Safety Committee</i>
17:00	Seminar ends



END VIOLENCE AT WORK



Violence at work is not part of the job



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