

EIA Record

Date of EIA 30 November 2004
 Directorate Corporate Services & Resources
 Function or policy to be assessed **VIOLENCE AT WORK POLICY**

Is it a policy or function	Policy
Is it a new or existing policy or function?	Existing
Aim / objective / purpose of the policy or function	To support staff who may face violent or abuse behaviour from the public and provide advice and guidance on how to deal with such behaviour.
Who is responsible for the policy or function?	Line managers responsible for risk assessment, preventative measures and application of the policy.
With regard to the equalities themes, which groups might be impacted by the policy or function?	<input type="checkbox"/> Race <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Sexual Orientation <p style="text-align: right;">All these groups</p>
Which groups might be affected adversely ?	<input type="checkbox"/> Race <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Sexual Orientation <p style="text-align: right;">All these groups</p>
What evidence has been found to indicate this? (include any consultation undertaken)	Potential exists for employees from minority groups to be subject to violence and/or abuse from the public and this is evidenced by our monitoring through InCheck.
On what grounds can adverse or differential impact be justified?	We cannot determine any grounds as to why adverse or differential impact could be justified under this policy
What changes are proposed to the policy or function to reduce or remove adverse or differential impact?	<p>There are a number of textual changes which need to be made to strengthen the policy and improve its effectiveness. These are as follows:</p> <p><u>Introduction</u> Re-write second sentence to read “.. their dealings with violent and abusive behaviour”.</p> <p><u>Principles</u> Re-write second sentence to read “The Council is particularly concerned to ensure violence ostensibly based on issues related to gender, ethnicity, disability, nationality, religious beliefs, race, sexual orientation or any other diversity issue is expeditiously dealt with.”</p> <p><u>Reporting Incidents</u> Re-write first sentence to widen the threat of violence to “or any other unacceptable or abusive behaviour”.</p> <p><u>Violent Incident Form (VIF)</u> Change the classification of “Type of incident” from one which relates to Sexual Harassment to a wider definition of “Harassment (please specify)” and relate that to the classifications outlined in principles.</p> <p><u>Inclusion of Incheck</u> Include the same changes outlined in the VIF above.</p>

In to which plan or strategy has the necessary action been incorporated?	Violence at Work Policy.
What monitoring arrangements have been put in place?	Through the Incheck system.
What conclusions have been drawn or recommendations have been made?	We propose to implement the proposed changes as outlined above through a change to the policy and thereafter informing managers/staff accordingly as per our usual communications channels when dealing with policy changes.
Has the information in this EIA been made publicly available?	Yes as part of the Council's general approach to EIA's.