

Reference Number: UHB 035 Version Number: 3	Date of Next Review: 25 April 2020 Previous Trust/LHB Reference Number: 30
VIOLENCE & AGGRESSION (PERSONAL SAFETY) POLICY	
<p>Policy Statement</p> <p>To ensure that Cardiff and Vale University Health Board (UHB) delivers its aims, objectives, responsibilities and legal requirements transparently and consistently, we will take proactive action and ensure that by design the workplace is as safe as reasonably practical. We will promote a clear message that violence will not be tolerated and that suitable control measures will be initiated to provide, both the required care and protection to staff.</p>	
<p>Policy Commitment</p> <p>To take all reasonably practical measures to prevent incidents of violence and aggression occurring and to protect staff and other persons from the risks to their personal safety.</p> <p>We will:</p> <ul style="list-style-type: none"> • Take all reasonably practical measures to prevent incidents of violence and aggression occurring and to protect staff and other persons from the risks to their personal safety. • Create a safe working environment for all UHB staff to reduce the risks of intimidation and violence to staff and others whenever possible. • Provide appropriate support if necessary and aftercare in the event of such incidents. 	
<p>Supporting Procedures and Written Control Documents</p> <ul style="list-style-type: none"> • Violence and Aggression (Personal Safety) Procedure • Health and Safety Policy • Lone Worker Policy • Incident Hazard and Near Miss Reporting Policy • Security Policy • Risk Management Policy and Strategic Framework • Procedure for care of children and young people under 16 years and their parents/carers/visitors who are violent or abusive or exhibit difficult or challenging behaviour • Dealing with Visitors who are Violent/Abusive or Vexatious Procedure • Care of Adult Patients with Capacity who are Violent or Abusive Procedure • Violent Warning Marker Procedure 	

Document Title: Violence & Aggression (Personal Safety) Policy	2 of 2	Approval Date: 25/04/2017
Reference Number: UHB 035		Next Review Date: 25/04/2020
Version Number: 3		Date of Publication: 08/09/2017
Approved By: Health and Safety Committee		

Other supporting documents are:

- Protecting NHS Staff against Violence and Aggression Memorandum of Understanding

Scope

This policy applies to all of our staff in all locations including those with honorary contracts.

Equality and Health Impact Assessment

An Equality and Health Impact Assessment (EHIA) has been completed and this found there to be a positive impact on the safety and wellbeing of UHB staff, patients and visitors to be treated in a safer environment with robust management processes in place to manage violence and aggression incidents.

Policy Approved by

Health and Safety Committee

Group with authority to approve procedures written to explain how this policy will be implemented

Operational Health and Safety Group

Accountable Executive or Clinical Board Director

Director of Corporate Governance

Disclaimer

If the review date of this document has passed please ensure that the version you are using is the most up to date either by contacting the document author or the [Governance Directorate](#).

Summary of reviews/amendments

Version Number	Date Review Approved	Date Published	Summary of Amendments
1	<i>January 2011</i>	18/02/2011	Reviewed and updated Supersedes previous Trust document ref no: 30
2	29/04/2014	25/06/2014	Reviewed and updated in line with departmental and reporting structure changes
3	25/04/2017	08/09/2017	Reviewed and updated in line with departmental and reporting structure changes