

Violence in the Workplace Risk Assessment

The Health and Safety Executive define violence as

“any situation in which a person is abused threatened or assaulted in circumstances relating to their work”

Violence in the Workplace is reportable directly to the Health and Safety Executive (HSE) under the Reporting of Injuries Diseases and Dangerous Occurrence Regulations (RIDDOR) 1995. It is estimated that between 20 and 30 million work days a year are lost as a direct result of violence. Employers have a duty under the Health and Safety at Work Act (HASAWA)1974 to provide a Safe working environment and under the Management of Health and Safety at Work Regulations (MHSW) 1999 to carry out Risk Assessments once a risk has been identified.

In most working environments there is a risk of being threatened abused or assaulted so therefore most business carries a risk. We are able to provide a full Risk Assessment and advise on Policy as a result of conducting a staff questionnaire and in depth look at what your business processes are. We are fully qualified to conduct Violence in the workplace Risk Assessments.

Legislation was introduced on Jan 16 2009 which was the biggest fundamental change in Health and Safety Legislation in the past 10 Years. The Health and Safety (Offences) Act 2008 now give the magistrates Court far greater powers to impose heavy fines or custodial sentences on those employers who, in particular breach Health and Safety Regulations.

For instance one of the more common offences for which Magistrates may impose fines of up to £20,000 and / or prison sentences up to 12 months: and for which the crown court may impose unlimited fines and prison sentences up to 2 years is “Failure to ensure safety of Employees”

For more information and advice please contact us info@sppsolutions.com