

## UNISON Violence at work 2023 FOI questions

**Please note: This FOI request refers to the Health and Safety Executive (HSE) definition of violence at work <https://www.hse.gov.uk/violence/index.htm>:**

*"Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work. This can include verbal abuse or threats as well as physical attacks."*

1. Do you have a policy/policies in place to protect staff from violence at work? **YES**
2. Are these policies built into the commissioning process for organisations delivering outsourced services on your behalf? **The scope applies to our employees only.**
3. Have you updated your violence at work policies to reflect the increased number of home, remote and flexible workers? **YES**
4. If you collect data on violent incidents, how many violent incidents towards staff did you record in the following years:

Year	Number of violent incidents
2019-20	<b>297</b>
2020-21	<b>157</b>
2021-22	<b>244</b>

5. Do you collect equalities data relating to violent incidents towards staff? **NO**
6. If so, how many violent incidents did you record for each of the following groups over the following years:

	2019-20	2020-21	2021-22
<b>BAME Staff</b>			
<b>Disabled Staff</b>			
<b>LGBT+ Staff</b>			
<b>Women Staff</b>			

7. Is advice, support, or counselling available for staff who are victims of violence at work? **YES**
8. Of those staff who were victims of violent incidents, how many took up the offer of the following:

**Access to our EAP and Counselling services is confidential between the employee and the provider, so we cannot report on the below. Our performance reports from the providers are high level and does not identify individuals.**

	2019-20	2020-21	2021-22
<b>Advice</b>			
<b>Support</b>			
<b>Counselling</b>			

9. Are you signed up to UNISON's End Violence at Work Charter:

[www.unison.org.uk/at-work/local-government/end-violence-at-work-charter](http://www.unison.org.uk/at-work/local-government/end-violence-at-work-charter)

**No**