



The Diocese of Westminster Academy Trust

The Diocese of Westminster Academy Trust seek to provide a positive, safe and healthy working environment for its staff. As a Catholic Academy Trust we acknowledge that our workers must always be respected, valued and have dignity in their work.

Our staff come to work to help and support young people, we believe there is **never** an excuse to be abusive to our staff. We will **always** seek to be respectful, supportive in addressing any concerns or queries you have when contacting or visiting one of our schools and we ask for our staff to be treated with dignity and respect.

We will not accept any issues of violence, aggression or unacceptable behaviour directed towards Trust staff. The Trust is delivering a clear message to the public that violence and aggression towards any Trust employee is unacceptable.

Violence, aggression and unacceptable behaviour

Violence and aggression at work can be interpreted as ‘any incident in which a person is abused, threatened or assaulted in circumstances relating to their work’

Physical assault is ‘the intentional application of force from one person to another, without lawful justification, resulting in physical injury, personal discomfort or damage to property’

Non-physical assault or verbal aggression is ‘the use of inappropriate words either verbally or in writing (including social media, emails and web chat) or any other behaviour which causes alarm, distress and/or could be described as harassment’

Persistent unacceptable behaviour refers to behaviour within either one contact or a number of separate contacts over an undefined period of time

Zero tolerance

The Diocese of Westminster Academy Trust will not accept or tolerate any violence or aggression towards its staff in any channels of communication and any such act or behaviour will result in appropriate action or sanctions under the Trusts policy.

Signed

Chair of Strategic Board

Full details of our Trust policy are available at:

http://www.dowat.co.uk/_site/data/files/pdf/199A5D1E72D8B0CE9316C39D4D89BF6A.pdf

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