

Ref: FOI/GS/ID 9126

**Please reply to:**  
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12 August 2024

## **Freedom of Information Act 2000**

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to violence policy and trust self-assessment.

*You asked: All questions are shown as received by the Trust.  
Please may you provide me with:*

1. *Copies of all trust policies related to violence by patients and/or their visitors against staff. Please include all policies related to the following:*
  - *Any physical, verbal, or sexual aggression, assault, or stalking.*
  - *Violence both experienced and witnessed by staff.*
  - *Any separate policies for different types of violence, different staff groups, or different phases of violence, e.g. during and following the event.*
2. *Copies of all trust policies/procedures related to the following post-violence measures, if not included within the above (1):*
  - *Immediate sanctions for aggressor(s) (e.g. discharge)*
  - *Processes for incident reporting*
  - *Processes for debrief with staff member(s) and/or aggressor(s)*
  - *Follow-up with aggressor(s) (e.g. accountability letter, behaviour contract)*
  - *Counselling or similar longer-term psychological support for staff member(s)*
  - *Incident investigation (e.g. root cause analysis) and feedback to relevant parties*
  - *Longer-term sanctions for aggressor(s) (e.g. card system)*
  - *Examples of processes for tailored management plans for patients with a known history of aggressive behaviour (including use of a flag/alert system)*
  - *Staff sickness absence and/or returning to work following work-related injury*

3. *The trust's most recent self-assessment against the NHS Violence Prevention and Reduction (VPR) Standard, including evidence showing the criteria have been met for each indicator. The compliance assessment template can be found in the VPR Standard published by NHS England, available here (template on pages 7-14):*

<https://www.england.nhs.uk/publication/violence-prevention-and-reduction-standard/>

Trust response:

1. The Incident Management Policy and Procedure is attached to the email.
2. The Sickness Management Policy is attached to this email.
3. The Trust was non-compliant but are embarking on our current assessment at the moment. Any evidence in the existing assessment will be out of date and the rating may change.