

Violent and Disruptive Pupil Behaviour: Advice to Members



Managing challenging behaviour is a significant challenge for schools and one that is increasingly difficult to respond to as a result of insufficient resources. In instances where challenging behaviour escalates to violence or the threat of violence, this must be dealt with swiftly and appropriately. Violent and disruptive behaviour is a health and safety issue and we want to empower teachers to help prevent poor behaviour over time, and improve how schools and Councils respond to pupil behaviour incidents.

This briefing summarises EIS advice to members on dealing with violent, abusive or persistently disruptive behaviours by pupils. The full EIS policy can be found at www.eis.org.uk/policiesandguidance/violencedisruption

Local Authorities have a statutory duty to protect the ‘health, safety & wellbeing’ of teachers as employees.

What you should expect from your School & Local Authority:

- A clear public statement from Local Authority on the unacceptability of violent behaviour – displayed clearly in school.
- Local school pupil conduct (or equivalent) policy and how it aligns with the local authority’s procedures should be agreed by the Local Association and should be accessible to all staff.
- Local policies should clearly set out the escalatory support provided to teachers who report incidents and include an indication of the criteria for exclusion and re-affirmation of the right of Head Teachers to use exclusion where appropriate.
- **Employers must assess risks to employees and make arrangements for their health and safety by effective planning, organisation, control, monitoring and review of all risks – including those arising from pupil behaviour.**
- A clear process for recording of incidents, alongside accident reporting and record of injuries under the relevant RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations) procedures.

What you should do if you feel you are at risk of, or have been subject to, a violent act or threat of violence:

- **A member who feels that there exists a demonstrable risk to themselves or to pupils from a persistently disruptive pupil who poses a threat of violence or other abusive behaviour should ask in writing for a risk assessment to be conducted on that pupil.**
- **If you have been subject to a violent or abusive incident, seek help from colleagues and management, which may include:**
 - o First aid or emergency treatment for any injured party
 - o Emotional support – such as counselling – for anyone involved
- **Report all incidents to management using the relevant local reporting procedures. Your EIS rep should be kept informed.**
- **All incidents of violence or abuse where there has been an injury, whether physical or psychological, should be reported to the Local Authority and the police.**
- Seek advice from your LA Secretary as to how a claim for damages arising from any workplace injury may be progressed.
- If you are not provided with an appropriate risk assessment where there are concerns, you should seek support from your local EIS rep.
- Where health & safety concerns remain unaddressed by management, please contact your local EIS rep for support and advice.