



**London Ambulance Service  
NHS Trust**

**Staff Safety Policy Statement**

**For Use By: All Staff**

### **Introduction**

It is now recognised that violence towards staff, has become the most significant Health and Safety Risk facing the London Ambulance Service (LAS) today. The LAS is committed to reducing the threat of violence, and as a result has introduced a number of initiatives for doing so. It is the right of every employee to undertake their duties without the threat of violence, and it is the policy of the LAS to do everything within its powers to support staff in pursuing prosecution against members of the public who abuse them.

For the purpose of this policy the following definitions apply;

**Physical Violence** – Any assault causing death, serious physical injury (requiring hospital treatment), minor injuries (requiring first-aid), physical attack not causing injury (including slaps, kicking, biting, punching), use of weapons and/or missiles, and sexual assault.

**Non-Physical Abuse** – Any abuse where contact isn't made but including, swearing or shouting, name calling, insults, racial or sexual harassment, threats with or without weapons, physical posturing/and or threatening gestures, abusive telephone calls or letters, and bullying.

Staff are responsible for putting their own safety first, and should be cautious when confronted with violent situations. Personal safety is paramount, and staff will be supported when a decision is taken to withdraw from a violent situation. However staff should attempt to calm the situation using skills taught in Personal Safety Training, or within the LAS Personal Safety Guide to Staff.

### **Objectives**

The policy of the LAS is to reduce the risks of violence to all staff ensuring the following;

<b>Date of Issue: March 2007</b>	<b>Review Date: March 2010</b>
<b>Authorised by: Chief Executive/Chief Ambulance Officer</b>	<b>To Be Reviewed By: Violence Prevention and Security Manager</b>
<b>Index No: H&amp;S / 12</b>	<b>Page 1 of 2</b>

- Staff are provided with training to enable them to avoid and/or deal with actual or potential violence
- Risks of violence are identified, assessed managed and minimised
- Account is taken of the fear of violence as well as actual attack
- Personal Protective Equipment is provided to all A/E staff
- Police are requested to attend addresses where there is a known risk of violence
- To provide post incident support to staff who have been abused in terms of counselling, and assistance with pursuing the perpetrators of violence through the Criminal Justice System

## **References**

LAS Prevention of Violence Procedure  
 LAS Post Violence Support Procedure  
 LAS Incident Reporting Procedure

<b>Date of Issue: March 2007</b>	<b>Review Date: March 2010</b>
<b>Authorised by: Chief Executive/Chief Ambulance Officer</b>	<b>To Be Reviewed By: Violence Prevention and Security Manager</b>
<b>Index No: H&amp;S / 12</b>	<b>Page 1 of 2</b>