

## NHS Arden & GEM CSU Staff safeguarding statement 2024 / 25

The Health and Safety at Work Act 1974 places a legal duty upon employers to provide for the health, safety and welfare of their employees whilst they are at work. These duties are further explained in the Management of Health and Safety at Work Regulations 1992 (As amended: 1999) which state that employers (the CSU) are required to assess the risks to the health and safety of their employees and implement and monitor their safety management arrangements. Violence and aggression towards healthcare workers is a nationally recognised work-related risk.

Every member of staff working for or on behalf of NHS Arden and GEM CSU has the right to come to work and feel safe, without fear of being abused or assaulted. NHS Arden & GEM CSU has a zero tolerance approach to staff abuse or assaults and any such behaviour by patients, representatives or staff will be dealt with.

Staff working specifically within our Clinical Services Directorate where there is a higher risk of violence and aggression will follow The Zero Tolerance Standard Operating Process. This process will support staff should they be exposed to verbal or physical aggression and NHS Arden & GEM CSU will take appropriate action in line with this procedure.