

# SPF - Violence Reduction Subgroup (VRS)

Terms of reference – April 2024

<b>1. PROJECT TITLE</b>	Violence prevention and reduction - creating a culture of safety subgroup of the national SPF's Workforce Issues Group (WIG).
<b>2. MEMBERSHIP</b>	<p><b>JOINT CHAIRS</b> Alan Lofthouse, UNISON.</p> <p><b>CORE GROUP</b> Naveed Ahmed &amp; Steven Weeks, NHS Employers; Justine Sharpe, NHS Resolution; Katie Kennington &amp; Andrew Morris, DHSC; Adam Hopper, AACE; Robert Kidney, BMA; Rachel Harrison &amp; Jan Buoey, GMB; Kim Sunley, HSWG; Steven Skinner, RCN; Caroline Corrigan, Frimley ICS; Edmund Jacobs, London Ambulance Service; Caroline Drew, Sheffield Teaching Hospitals NHS Trust; Paul Sukhu &amp; Ragini Patel, Royal Free NHS FT; Craig Jones, Stephen Mangan, Michael Morgan &amp; Jenny Taylor, Liverpool University Hospitals NHS FT; Emma Simpson, North West Boroughs Healthcare NHS FT; Jonathan Collins, Southport &amp; Ormskirk Hospital NHS Trust; Dan Jones, Leeds Teaching Hospitals NHS Trust.</p> <p><b>COPY LIST</b> Catherine Elkington, Ministry of Justice; Claire Parker, NHSE.</p>
<b>3. SUBGROUP SECRETARIAT</b>	James Shepherd, SPF Programme Manager Nicola Syslo, SPF Administrative & Communications Support Officer
<b>4. AIMS</b>	<p>To prevent and reduce violence to our NHS people, creating a culture of safety to ensure our people are supported, safe and secure at work.</p> <p>The SPF is ideally placed to bring together employers, system leaders and trade unions to work in partnership to prevent and reduce the harm caused by violence and abuse against NHS staff.</p>
<b>5. OBJECTIVES</b>	<ul style="list-style-type: none"> <li>• Support and inform the delivery of the NHSE violence prevention and reduction work programme.</li> <li>• Help to embed a public health, evidence driven approach to preventative work across the NHS.</li> <li>• Be an expert reference group and inform the WIG on the best way to support the partnership implementation of the violence prevention and reduction standard.</li> </ul>

	<ul style="list-style-type: none"> <li>• Support the SPF's commitment to preventing and reducing violence and aggression and improve the NHS as a place to work.</li> <li>• To produce practical and effective joint products to facilitate a partnership approach to violence prevention and reduction in NHS organisations and systems.</li> <li>• Collaborate relevant organisations/groups/networks to test advice, gather ideas, share best practice, and consider initiatives that reduce violence and abuse in the NHS.</li> <li>• Promote effective partnership working - nationally, regionally, across systems and locally on preventing and reducing violence against staff.</li> </ul>
<b>6. DELIVERABLES</b>	<p>These are set out below. For more detail see the VRS workplan.</p> <ul style="list-style-type: none"> <li>• As part of the 2023 NHS pay deal, identify ways to tackle and reduce violence against NHS staff and feed these back to the Government.</li> <li>• Support the embedding of the NHS violence reduction and prevention standard at an organisation and system level.</li> <li>• Produce a template resource for the NHS setting out a good practice process for when an NHS staff member is abused or assaulted.</li> <li>• Maintain a violence prevention and reduction section on the SPF website to share good practice and signpost for further information.</li> <li>• Support the successful progress of work commissioned by NHSE on the collection of data on violence and abuse directed against NHS staff.</li> <li>• Contribute to the body worn cameras pilots in the ambulance service.</li> <li>• Advise on the education and training offer for NHS violence prevention and reduction leads.</li> <li>• Deliver webinars and events to support employers and trade unions to work in partnership on preventing and reducing violence against staff.</li> </ul>
<b>7. BUSINESS BENEFITS</b>	<ul style="list-style-type: none"> <li>• System-wide focus on violence prevention and reduction and the need to take a public health approach.</li> <li>• Commitment to staff that action is being taken.</li> <li>• Prevention and reduction in harm to staff.</li> <li>• Improve staff retention, reduced absence, and improved support to staff.</li> <li>• Consistency of approach.</li> <li>• Improved industrial relations and engagement to enhance staff health and wellbeing and stronger partnership working.</li> <li>• Better integration between the national SPF and regional SPFs on violence prevention and reduction.</li> </ul>

<b>8. LINKS AND DEPENDENCIES</b>	<p>The subgroup reports to the SPF WIG. Other links and dependencies include:</p> <ul style="list-style-type: none"> <li>• SPF wider group and strategic group will want updates on progress.</li> <li>• Health, Safety and Wellbeing Group of the NHS Staff Council (HSWG).</li> <li>• Regional SPFs.</li> </ul>
<b>9. POTENTIAL RISKS</b>	<ul style="list-style-type: none"> <li>• Capacity of the NHSE violence prevention and reduction work programme team and funding available.</li> <li>• Organisational change in NHSE and in the integrated care boards impacting on violence prevention and reduction work.</li> <li>• Complexity of issues – needs clear co-ordination and agreed expectations from all partners.</li> <li>• Different perspectives and needs of parties involved.</li> <li>• Adverse staff or trade union reaction if staff issues are not fully engaged and consulted.</li> <li>• Time and commitment from all partner organisations.</li> <li>• Lack of impact, difficulty measuring/monitoring the impact of what the subgroup does.</li> <li>• Difficulty in delivering products within a timeframe likely to optimise impact.</li> </ul>
<b>10. MEETINGS</b>	<ul style="list-style-type: none"> <li>• Frequency of meetings – quarterly (more if required dependent on agendas) supported by detailed work off-line as required.</li> <li>• These will be via Teams, with one face-to-face meeting a year.</li> <li>• The ToR will be reviewed annually, or more frequently if required.</li> </ul>