

Kingsthorpe Village Primary School – Violent and Aggressive Behaviour Risk Assessment - October 2025

SIGNIFICANT HAZARDS	PEOPLE AT RISK *	CONTROL MEASURES	PERSON[S] RESPONSIBLE	RISK RATING & FURTHER ACTION REQUIRED FOR RISKS WHICH ARE NOT ADEQUATELY CONTROLLED (BY WHEN? BY WHO?)
Violent or aggressive behaviour toward staff by parents, carers and visitors to the school	Staff	Staff can only be on site when PFI contractor personnel are present. Staff arriving early or leaving the premises late are aware that these are particularly vulnerable times in respect of personal attack; staff therefore, should avoid arriving or leaving alone. All staff are made aware that parents and carers sometimes may react angrily during a meeting and in extreme cases this may result in a violent attack against them. To deter this from happening and to protect the member of staff in this event all scheduled meetings are arranged to take place while colleagues are present on the school site, in a room which while ensuring confidentiality of matters being discussed, allow for the situation to be monitored by colleagues. Panic buttons are present in the HT and DT offices. If parents or carers do become angry, staff should... ○ Remain calm and maintain eye contact although not continuous eye contact. ○ Diffuse the situation by arranging to meet on another day or suggesting following the meeting up with the Head teacher ○ Always sit nearest the door so that they can make an exit should they need to. ○ If a member of staff is concerned for the safety of a colleague, the concerned member of staff should go into the classroom and ask the person at risk if they can have a word with them, “I’ll just wait outside until you’re finished”. They should send for a member of the SLT to help diffuse the situation.	Head Teacher	Ascertain whether NCC have guidance and training on Personal Safety. RISK RATING 3 x 3 = 9

Severity	1	Insignificant - no injury
	2	Minor - minor injuries needing first aid
	3	Moderate - up to three days' absence
	4	Major - more than seven days' absence
	5	Catastrophic - death

Likelihood	5	5	10	15	20	
	4	4	8	12	16	
	3	3	6	9	12	
	2	2	4	6	8	
	1	1	2	3	4	
		1	2	3	4	5
			Severity			

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		In the case of an emergency the head will order any person off the school site. If they fail to go immediately the Police will be called and the person may then be removed. In the case of assault taking place, (or even where assault appeared imminent) the school is aware of the traumatic effect it can have on the victim; In such circumstances a colleague will be released to support and look after the victim, either remaining on site, going to the hospital or police station or taking the member of staff home.		
Violent or aggressive behaviour toward staff by pupils.	Staff	Should a member of staff incur violence from a pupil then the staff member must inform the HT or other member of the SMT as soon as possible. Summon assistance from a colleague, raising the alarm through child messenger. Ensure the safety of other children in the vicinity is not compromised by moving them away from the incident. The member of staff injured must seek care and attention from a qualified first aider. These are listed in the Staff Room and elsewhere. All appropriate forms should be completed. The HT must review these when complete. Should physical restraint be required the member of staff is to follow the school Physical Handling policy. The parents/carers of the child will be informed of their behaviour and the school will take appropriate action seeking advice from the LEA as necessary. In the case of assault taking place, (or even where assault appeared imminent) the school is aware of the traumatic effect it can have on the victim; In such circumstances a colleague will be released to support and look after the victim, either remaining on site, going to the hospital or police station or taking the member of staff home.	Head Teacher	RISK RATING $3 \times 3 = 9$ 