

Workplace Violence Prevention Working Group Tools

K-12 Workplace Violence Prevention Working Group

- Tom McKenna, National Health and Safety Representative and National Representative WCB Advocacy
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Definition

Violence – what is stated?

Occupational Health and Safety Regulations;

Section 4.27 - Violence means

the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury.

Verbal abuse or harassing behaviour is not included in the definition of violence for the purpose of section 4.27 (violence) unless it includes threats or behaviour which give the worker reasonable cause to believe that the worker is at risk of injury.

Violence – what do we mean?

What we really mean is:

Harm by others

Under our current regulatory definition that include:

- **Violence** – as typically defined
- **Actions by others**, that result in injury, where the person carrying out the action could not normally, or reasonably, be expected to understand the impact of their actions

Opening Statement

- Violence is a workplace hazard in some workplaces.
- It can have a significant impact on the physical and psychological health and safety of workers
- We must have an appreciation for the unique complexity of our work
- We must have a commitment to prevent workplace violence.
- Violence as defined, is best understood as an action and not necessarily its intention.

Opening Statement

This is of particular importance when incidents involve students with diverse abilities/disabilities. Some students may not yet have the capacity to understand that their behaviour could cause physical and/or psychological injury to a worker. For many of these students, this behaviour may be considered a form of communication. Nonetheless, this behaviour can result in injury to a worker. Therefore, it is imperative to implement robust education plans, universally designed educational environments, inclusive systems and supports that mitigate the potential for, and the impact of, workplace violence as defined by the Regulation.

Working Group

Working Group

The K-12 Advisory Committee established by WorkSafeBC recognizes that the K-12 sector is uniquely impacted by workplace violence, and, as a result, took the initiative to establish a working group specifically focused on K-12 workplace violence prevention.

With the understanding that the solutions to workplace violence could best be established by those from within the sector, the working group brings together the following stakeholders to work collaboratively on the issue.

Working Group Representatives



WORK SAFE BC

Working Group Representatives

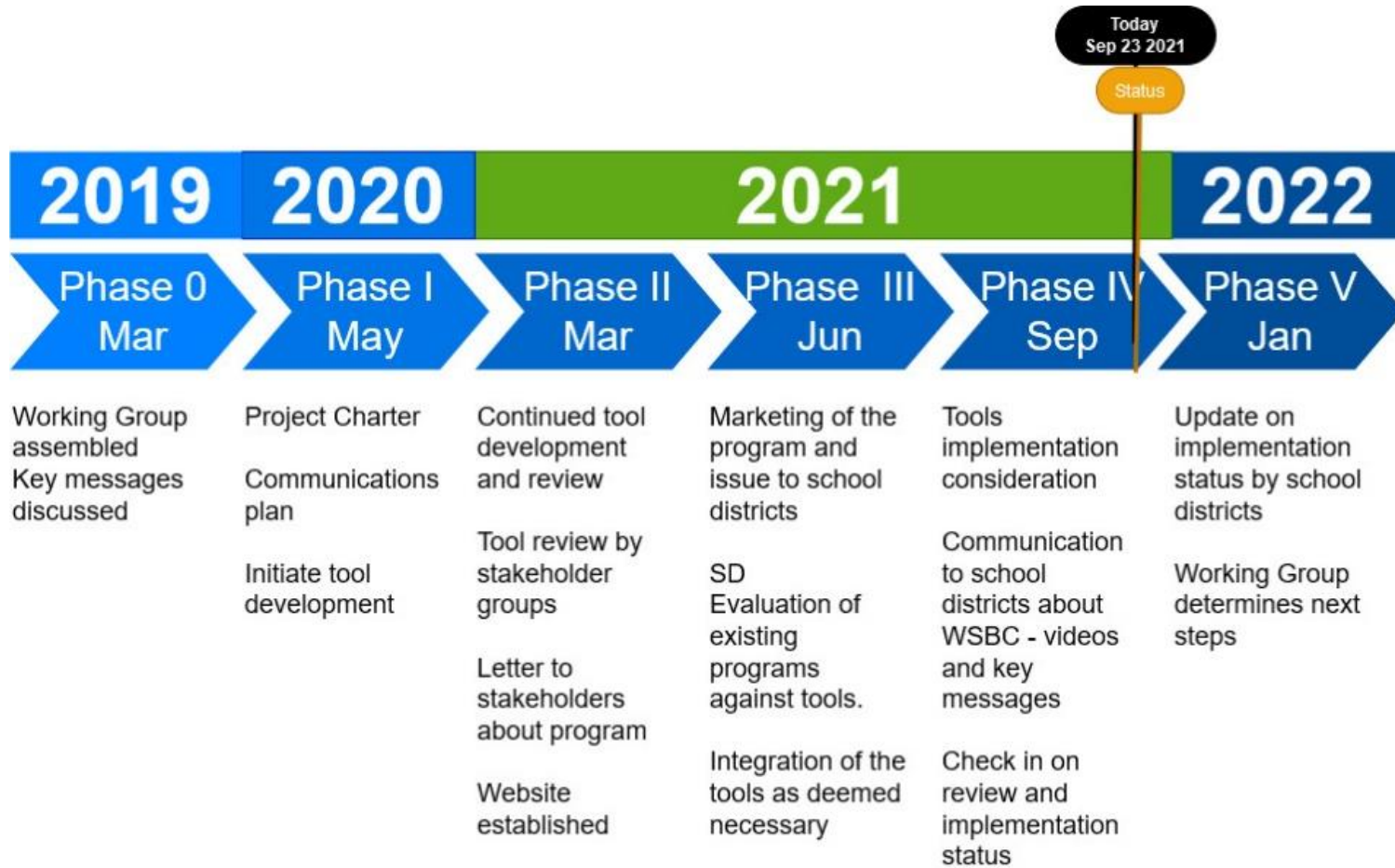
Organization	Representative
British Columbia Principals and Vice Principals Association (BCPVPA)	Darren Danyluk, President BCPVPA (current) <i>David DeRosa President BCPVPA (2019)</i>
British Columbia Public Schools Employers Association (BCPSEA)	Hans Loeffelholz, Sector Lead Occupational Health and Safety
British Columbia School Superintendents Association (BCSSA)	Joanna Angelidis – Delta School District
British Columbia Teacher Federation (BCTF)	Toni Grewal – Health and Safety Officer
Canadian Union of Public Employees (CUPE)	Tom McKenna, National Health and Safety Representative and National Representative WCB Advocacy
School district OHS representative - Rural	Surrena Craig OHS District Health & Safety Officer SD6
School district OHS representative - Urban	Christine Merner SD62 OHS Manager <i>Collette O'Reilly Risk Manager SD39</i>
School Safety Association of British Columbia (SSABC)	Will Dirksen Treasurer SSABC & OHS manager <i>Mary Campbell, Past President</i>
WorkSafeBC (WSBC)	Russell English OHS Consultant, OHS Consultation & Education Services Laura Gibbins Field Prevention Officer

Working Group Vision

“Our vision is to **unite** support staff and associated professionals, teachers, school-based administrators, and district leadership using **common language** to describe, communicate, understand, and **minimize the risk of violence in school districts**. Our goal is to provide school districts **tools and resources** so that they can take steps to prevent workplace violence.”



The Project Timeline



The Tools

Key Information About the Tools

The tools:

1. **are examples** of what a school district could have in place for workplace violence prevention.
2. should be used to **compare to current practice** and fill in gaps as necessary.
3. can be implemented in **whole, in part, or not at all** based upon the status of the school districts existing workplace violence prevention strategy.
4. do not ensure compliance with the regulations in and of themselves. They **require thoughtful and thorough implementation.**

The Tools

- Approximately 15 tools were generated by the Working Group
- The tools were reviewed by the represented stakeholder groups
- The tools are posted on the BCPSEA website and linked on other stakeholder group sites

Tools

District Occupational Health and Safety

1. Workplace Violence Gap Analysis
2. Workplace Violence Prevention Procedure
3. Workplace Violence Examples
4. Point of Contact Risk Assessment

Learning Services

1. Enrolling Learner Planning
2. Home Visit Risk Assessment
3. Field Trip Risk Assessment
4. Point of Contact Risk Assessment
5. Positive Behaviour Support Plans, Functional Behaviour Assessments

Site/School Based Teams

1. Workplace Violence Risk Assessment
2. Worker Experience Survey
3. Point of Contact Risk Assessment
4. Individual Safe Work Instruction
5. Workplace Violence Incident Report and Review
6. Refusal of Unsafe Work



OHS Resources & Tools

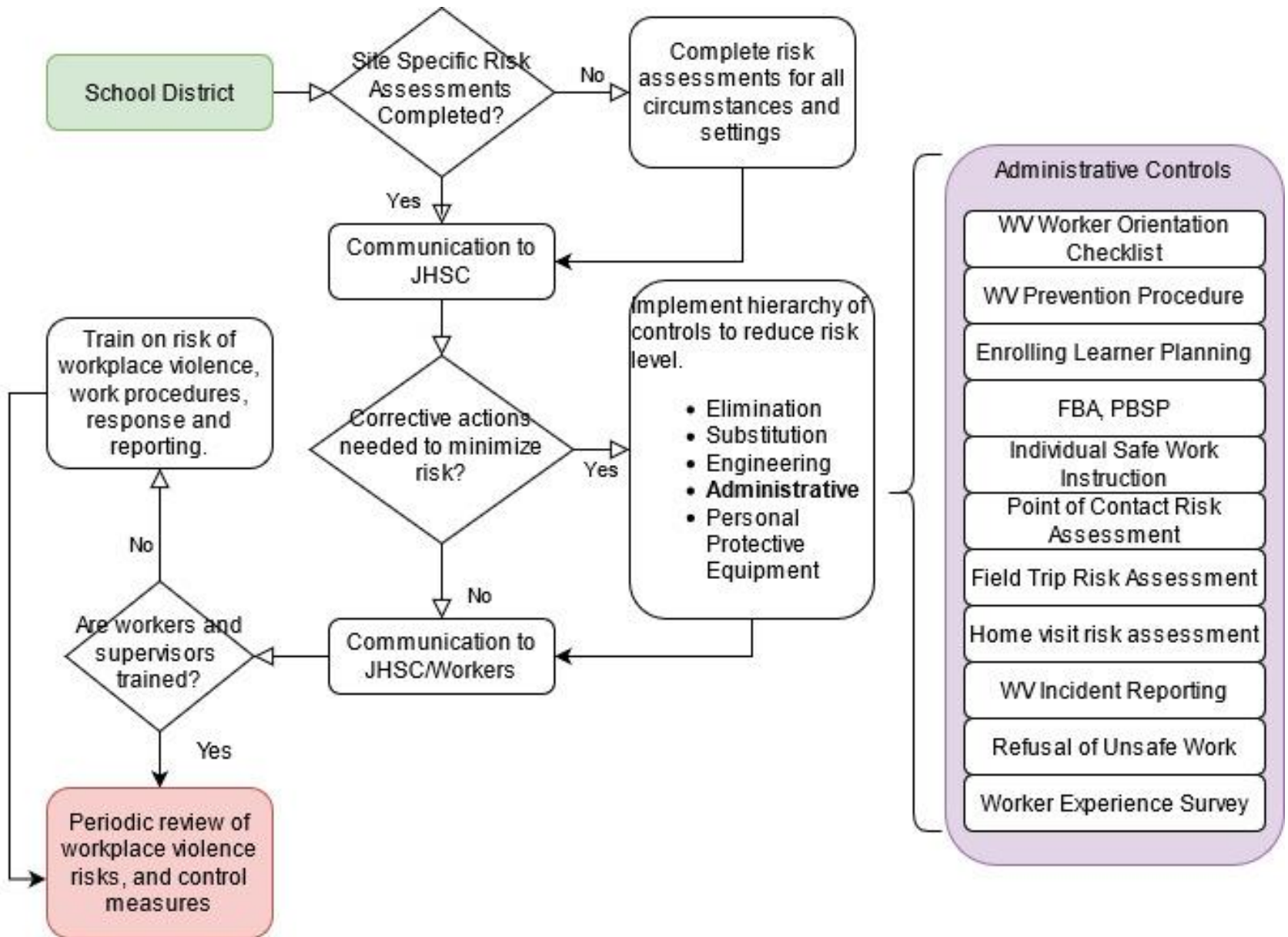
The following page contains resources and tools that have been developed or collected to support occupational health and safety performance in the K-12 public education sector.

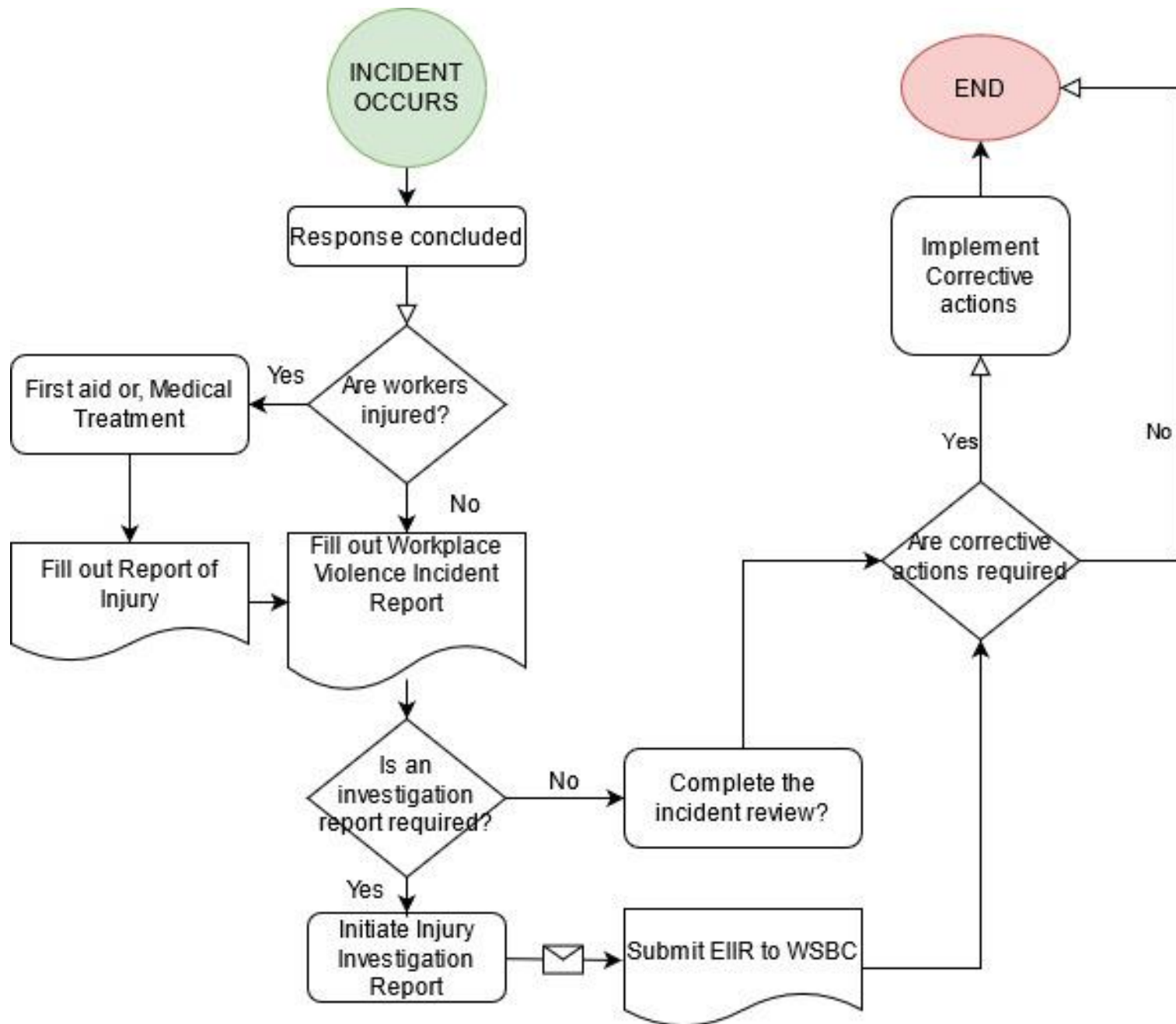
Title	Description	Type	Category	Posted Date	PDF Link	Editable File
Workplace Violence Gap Analysis	The purpose of the Gap Analysis Tool is to simplify the review of workplace violence prevention process against compliance requirements as set out in the Occupational Health and Safety Regulation and best practices.	Form	Workplace Violence Prevention	2021-06-02		
Workplace Violence Prevention Procedure	The purpose of this procedure is to ensure the comprehensive implementation of school district workplace violence prevention practices.	Procedure	Workplace Violence Gap Analysis	2021-06-02		
Workplace Violence	The purpose of this for is to give a template for reporting and following	Form	Workplace Violence	2021-06-02		

Implementation

Suggested Implementation Strategy

1. Conduct the Gap analysis
2. Communicate results to leadership team – commit to a plan
3. Discuss the plan with the district level OHS team/committee
4. Conduct/update site based risk assessments.
5. Conduct worker experience survey
6. Implement control measures to bridge any gaps
7. Conduct training and awareness for affected workers
8. Periodic review of the process





The Tools

- What does compliance look like
- Workplace Violence Gap Analysis
- Workplace Violence Prevention Procedure
- Workplace violence Incident report and review
- Workplace violence Risk Assessment and risk table
- Worker Experience Survey
- Workplace Violence Home Visit Risk Assessment
- Workplace violence examples
- Enrolling Learner Planning
- Field Trip Risk Assessment
- Individual Safe Work Instruction
- Point of Contact Risk Assessment
- Refusal of Unsafe Work
- Workplace Violence Tools Manual
- Workplace Violence Worker Orientation checklist

Key Messages

Key Messages

1. All workers, supervisors, and employers, have a responsibility to help prevent workplace violence in schools.
2. Reporting violence will help prevent future workplace violence in schools.
3. Responding to a workplace violent incident will help to prevent future incidents.
4. Re-evaluating prevention practices helps minimize the risk of workplace violence

Photo: Visual of team working together



Key messaging

All workers, supervisors, and employers have a responsibility to help prevent workplace violence in schools.

3r's of workplace violence prevention

Report • Respond • Re-evaluate

Logos of stakeholders

If you experience violence, report it to your supervisor

Find resources at worksafebc.com/prevent-education-violence



Stakeholder Messaging



Thank You

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Questions