



End Violence at Work Survey

* Required

Before Starting

Have you got 5 minutes to help End Violence at Work? (Please complete before close of play Fri 24th October 2025)

We've got 19 questions that will help inform the campaign and the UNISON North West response to end to all violence.

UNISON North West Health & Safety Committee notes a significant rise in UNISON members reporting violence at work. To make a real assessment of the impact of violence we would ask you to undertake this survey along with colleagues who are part of the committee, group, or branch that you lead.

The data collected as part of this survey will be analysed and cascaded, so UNISON activists are able to present the results and findings to employers to negotiate real change and put an end to violence at work.

Before you begin please ensure you will be responding to this as a UNISON committee or group so it is a joint response.

As part of the survey, we will ask you to email agreed employer policies, photos of violent incidents as such you may wish to have these saved to the device you're using before beginning the survey for easier upload.

Ending violence requires a multi-faced approach, addressing its root causes, and implementing effective prevention and response strategies. This includes strengthening laws, promoting positive norms and values, creating safe environments, supporting people that have been subjected to violence and their families, and empowering individuals with the skills to navigate conflict peacefully. Additionally, focusing on education, early intervention, and addressing systemic inequalities are crucial for achieving lasting change.

UNISON will use the data you provide in this survey to build, campaign and inform work on Ending Violence in all its forms. UNISON may update the UNISON membership system with the contact details you provide in this survey.

You can read more about UNISON's privacy policy here: [Privacy policy | UNISON National](#)

1. What are the barriers that prevent you from reporting incidents? (please tick all that apply) *

- Actively encouraged not to
- Not having time to complete
- No easy access to the reporting system
- Don't know how to log an incident
- Incident reporting is frowned upon
- Management back lash
- Don't think anything will change
- Won't be believed
- No barriers experienced
- Other

2. a) I have read and understand the introduction.

b) I will complete this survey alongside colleagues in a branch committee or other UNISON meeting to ensure the response to this survey is a joint one from our committee or group.

c) I have policies saved on this device ready to upload.

d) If I have examples of agreed policies or good practice I have made a note of the email I need to send them to (s.renshaw@unison.co.uk) following completion of this survey.

e) I agree to UNISON using the data collected in the way described and wish to continue to the survey.

Yes

About you & who you're completing this survey with

3. Your Name *

4. Your Mobile Number *

5. Your Email Address *

6. Who are you completing this survey with? *

- Service Group
- Self Organised Group
- Regional Standing Committee (i.e. NW Health & Safety, NW Learning & Organising, NW Labour Link etc)
- Branch Committee

How Violence has effected you

Any physical or verbal (including violence using electronic means incident in which a person is abused, threatened or assaulted in circumstances relating to their work. Violence can come from a number of sources including service users, other workers, and unknown members of the public.

7. Which of the following have you been subjected to violence at work or at home (tick as many as required) *

| | Physical | Verbal |
|----------------------------------|-----------------------|-----------------------|
| Directly Effected by Violence | <input type="radio"/> | <input type="radio"/> |
| Witnessed Violence | <input type="radio"/> | <input type="radio"/> |
| Represented or Supported Someone | <input type="radio"/> | <input type="radio"/> |

Violence in the Workplace

UNISON is very clear that no matter where violence comes from and no matter what form it takes, violence is unacceptable and should never be seen as "part of the job"

8. Do you think violence has become "Part of the job" in your area of work? *

Yes

No

9. Do you think violence at work has increased over the last 5 years? *

Yes

No

10. What do you believe has contribution to the increase in violence? (please tick all that apply) *

Austerity

Cuts in Public Service Funding

Short Staffing

Rise of the Far Right (i.e. hate media, anti LGBT+, anti migrant workers etc)

Implementing Covid restrictions / policies

Alcohol & Drug Misuse

Increased use of Agency, Bank, Temporary Staff

Lack of a Risk Assessment

Other

11. Do you think violence is more likely based on any of these characteristics? *

- Gender
- Sexuality
- Religion
- Race
- Disability
- Age
- Employment Status (i.e. Bank, Agency, Temporary Worker)
- Migrant Workers
- Lone Workers
- Night / Shift Workers
- Service Facing Staff (face to face or electronically first point of contact)
- Outsourced Workers

About Employers

Prevention in health and safety involves taking proactive steps to avoid potential hazards and reduce the risk of harm. This encompasses a wide range of practices, from identifying and assessing risks to implementing control measures and promoting a safety culture. By prioritising prevention, individuals and organizations can minimize accidents, injuries, and illnesses, creating a safer and healthier environment.

12. Do employers you work with have any of the following? (please tick all that apply) *

- A good and well-functioning Occupation Health
- A good and well-functioning Employee Assistance Provider
- A good and well-functioning on site Security
- A prevention first approach (so risk assessing and acting before incidents occur and not acting following an incident)
- A zero tolerance to any type of violence
- Actively encourages staff to report incidents
- Has an easy to use and easy to access incident reporting system
- A policy which covers employee safe travel to and from work
- An agreed violence & reduction strategy
- Restraint & De Escalation Training
- Report all figures of violence to H&S Reps at a H&S Committee
- Have reviewed all policies in line with the Employer Preventative Duty
- Has a policy that includes supporting staff experiencing Domestic Abuse
- Has signed UNISON's End Violence at Work Charter
- Signed UNISON's Violence Against Women & Girls Charter
- A policy that prevents photos or video recording of staff without their permission
- Other

13. Do employers report violent incidents to the police? *

- Yes
- No

14. Do you think you would be able to withdraw a service from a service user if you and your colleagues felt unsafe? *

Yes

No

Reporting Incidents

15. Do you believe that in order to sort out issues they have to be reported i.e. "Report It to Sort It" *

Yes

No

Taking Action Against Violence

16. Is there anything you think UNISON members could do to end violence at work (tick all that apply) *

- Campaign round "Report It Sort It"
- End Violence at Work Champions
- Encourage logging of incidents
- Drop Ins to show how to of logging incidents
- UNISON End Violence at Work tool kit (with organising resources)
- Sharing of good practice across the union
- Attend Training to be able to identify violence at work
- Spotlight / Campaign Week
- Agreements against all types of violence between UNISON and employer – publicly displayed

17. Do you think violence against girls and women is a workplace issue *

- Yes
- No
- Other

18. Do you think this survey should be widened out to all North West UNISON Members / Activists? *

- Yes
- No
- Other

19. Would you like more information about getting more active in Health & Safety in the North West? (tick all that may apply) *

- Receive H&S News, Events & Updates
- Attend End Violence at Work Training
- Attend the NEW UNISON North West Health & Safety Forum
- Become a Health & Safety Rep
- More information about the role of the Branch Health & Safety Officer
- More information about the role of the NW Regional H&S Committee
- Other

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