



## **Policy on Violence towards Staff or Volunteers**

*Approved by the BCM NI Board on 29/06/26*

BCM International NI understands work-related violence to include: *'Any incident in which a person is abused, threatened or assaulted in circumstances relating to their work.'* (HSE)

BCM NI recognises that this can include:

- verbal abuse or threats, including face to face, online and via telephone
- physical attacks

Either short-term volunteers, or long-term staff members may be subject to violence while serving with BCM NI.

BCM NI will seek to minimise the possibility of children or young people becoming violent towards staff or volunteers by carrying out regular Child Protection training, and ensuring that there is additional supervision and support for volunteers or staff working with groups of children/young people who are known to be challenging.

BCM NI recognises that it is difficult to cover all possible scenarios in which violence towards staff/volunteer may occur, but in all circumstances BCM NI will aim to diffuse the violence as quickly as possible, minimising the impact on the children or young people attending the ministry, and also minimising the impact on the staff members or volunteers who have been the recipients of the violence.