

Dear Cllrs.

I hope this letter finds you well. I am writing to you on behalf of UNISON City of Edinburgh Branch, representing a significant number of dedicated council workers who play crucial roles in serving our community. Our members have recently participated in a survey addressing the concerning issue of violence in the workplace, and the results have raised urgent concerns that we believe require your attention and support. Our survey report can be accessed [here](#):

Survey Overview:

Our survey, completed by 758 council workers, sheds light on the prevalence of violence in the workplace. The respondents, spanning various departments within the council, reported alarming rates of violent incidents, including shouting, swearing, physical aggression, and more. The findings underscore the urgent need for action to create a safer working environment for all council employees.

Key Observations and Concerns:

Prevalence of Violence:

The survey reveals a disturbing prevalence of violence, with high percentages of respondents experiencing or witnessing behaviours such as shouting, swearing, physical aggression and sexual assault.

Reporting Rates:

While a significant portion (80.5%) of respondents reported incidents, there is room for improvement, as nearly 20% did not report. This indicates potential underreporting due to challenges in the reporting process.

Awareness of Reporting Process:

While the majority (75.9%) were aware of the employer's process for reporting violent incidents, a quarter of respondents lacked awareness. This highlights a need for clearer communication regarding reporting procedures.

Feedback and Satisfaction:

A notable percentage (39.3%) received feedback after reporting incidents. However, the satisfaction rate (20.1%) suggests room for enhancement in the employer's response and resolution processes.

Perceived Employer Attitude:

More than half of the respondents (57.6%) feel their employer does not take violence at work complaints seriously. Addressing this perception is crucial for fostering a supportive and protective workplace culture.

Interest in UNISON Support:

A substantial proportion (72.6%) expressed interest in attending a UNISON briefing on violence at work. This indicates a desire for additional support, information, and follow-up.

Our Appeal:

Given the urgency of these concerns, we are reaching out to you as elected representatives to request your support for our campaign to keep council workers safe from violence at work.

We believe that, by working collaboratively, we can address these issues and create a safer, more respectful work environment for all council employees.

Specifically, we seek your support in the following areas:

Advocacy for Easier Reporting:

We encourage you to champion efforts to simplify and streamline the reporting process, ensuring that all employees feel comfortable and supported in reporting incidents.

Calls for Urgent Action:

The report underscores the urgent need for substantial investment in training, support, and resources to address the challenges our members face. Your support in advocating for increased funding and action is crucial.

Engagement with UNISON Resources:

We invite you to engage with UNISON resources, such as briefings and educational materials, to gain a deeper understanding of the support our members need.

Promotion of a Safer Workplace Culture:

As elected representatives, your leadership in promoting a culture of zero tolerance for workplace violence is essential. Actively communicating the council's commitment to addressing and preventing violent incidents will set a powerful example.

Regular Updates and Collaboration:

We request regular updates and collaboration to address these concerns effectively. By working together, we can ensure ongoing improvements and create a safer workplace for all.

In conclusion, we believe that through collaborative efforts, we can make meaningful strides in creating a safer, more supportive, and respectful work environment for council employees. We kindly request your support in our campaign, and we look forward to working closely with you to address these urgent concerns.

Thank you for your time and consideration.

Sincerely,

Tom Connolly
Branch Secretary