



Violence and Threatening Behaviour Policy

Effective Date: November 2023 onwards.

At Earth & Beauty, we prioritise the safety and well-being of our learners, staff, and visitors. Our Violence and Threatening Behaviour Policy outlines our commitment to maintaining a secure and respectful learning environment. This policy aims to prevent and address incidents of violence, threats, harassment, or intimidating behaviour. All learners are expected to familiarise themselves with and adhere to the following guidelines:

1. Definition of Violence and Threatening Behaviour:

- a. Violence refers to any physical, verbal, or psychological act that causes harm, injury, or distress to another person or property.
- b. Threatening behaviour includes any action, gesture, or statement that suggests potential harm, intimidation, or fear towards others.

2. Prohibited Conduct:

- a. Learners are prohibited from engaging in any form of violence, threats, or intimidating behaviour while on the premises of Earth & Beauty.
- b. This includes but is not limited to physical assaults, verbal abuse, harassment, bullying, intimidation, and any behaviour that may create a hostile or unsafe environment.

3. Reporting Incidents:

- a. Any learner who witnesses or experiences violence, threats, or intimidating behaviour must report the incident immediately to a designated staff member.

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b. Reports should include a detailed account of the incident, including the date, time, location, individuals involved, and any supporting evidence or witnesses, if available.

c. The training provider is committed to treating all reports confidentially, with sensitivity, and without fear of retaliation.

4. Investigation and Response:

a. Upon receiving a report, the training provider will conduct a prompt and thorough investigation to gather information and assess the situation.

b. The investigation may involve interviewing involved parties, witnesses, and reviewing any available evidence.

c. Based on the investigation findings, appropriate actions will be taken, which may include disciplinary measures, counselling, mediation, or involving relevant authorities if necessary.

5. Disciplinary Measures:

a. Learners found to have engaged in violence, threats, or intimidating behaviour may face disciplinary actions, which can include but are not limited to verbal or written warnings, temporary or permanent suspension, or expulsion from the training program.

b. The severity of the incident, the impact on others, and any previous violations will be taken into consideration when determining disciplinary measures.

6. Support and Assistance:

a. The training provider will offer support and assistance to victims of violence, threats, or intimidating behaviour.

b. Confidential counselling services or referrals to external support organisations may be provided to affected individuals to help them cope with the incident.

7. Awareness and Education:

a. The training provider will regularly communicate and educate learners about the Violence and Threatening Behaviour Policy.

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b. Training sessions, workshops, or informational materials may be provided to raise awareness, promote a respectful environment, and highlight the consequences of engaging in prohibited conduct.

8. Legal Consequences:

a. Learners should be aware that engaging in violence, threats, or intimidating behaviour may not only result in disciplinary measures but also have legal consequences.

b. The training provider may involve law enforcement authorities if required, and learners may be held liable for their actions.

By adhering to this Violence and Threatening Behaviour Policy, we create a safe and inclusive learning environment where everyone can thrive and focus on their professional development in the field of beauty and aesthetics.

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