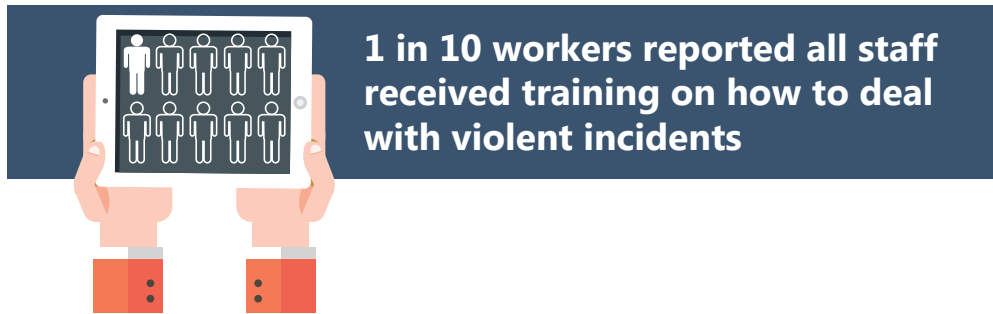


Training

Training of all staff in a workplace is paramount for consistency and for keeping our schools safe and free from violence.

Training should be **mandatory** for all school staff.

Mandatory training for all staff is important. Not only front line staff should be trained. Administrators, senior board level staff and other staff who may be exposed to the potential for workplace violence should also be trained.



Training needs to be **face to face**.

Online training is inadequate. Enhanced training and programs to prevent and better respond to incidents of violence in any form are required. Funding for anti-violence initiatives and training are necessary to combat this issue in our schools and to prevent it from spilling over into our communities. Training needs to be ongoing, comprehensive and re-evaluated often through consultation with workplace Joint Health and Safety Committees.

Access to information is a right under the **Occupational Health and Safety Act**.

Education workers need the health and safety information regarding students they work with. Giving information to workers regarding students can help the education worker to assist and protect students when they are in a crisis and to de-escalate violent situations. Knowing what kinds of triggers and cues to watch for can prevent an incident from occurring and keep the education worker safe.

Funded supports for education workers.

Initiatives for education workers that support the understanding of mental health and wellness must be funded. Education workers and students can suffer from Post-Traumatic Stress Disorder when they witness or are involved in violent incidents. These types of supports are necessary to keep everyone healthy and safe.

Awareness of workplace protocols.

All staff in the school must be aware of the Police/School Board protocol and receive training on all crisis protocols. There may be opportunities to collaborate with local police to conduct risk assessments of our schools.

