

# Workplace Violence at Schools – Post-Incident: Dealing with the Aftermath Meeting Kit



## WHAT'S AT STAKE

Let's talk about something that, thankfully, doesn't happen often, but that we need to be prepared for: the aftermath of a violent incident at school. We all work hard to make our schools safe and positive places, but sometimes, despite our best efforts, incidents can occur. And when they do, how we respond in the days and weeks that follow is crucial. It impacts on everyone's staff, students, and the whole community.

## WHAT'S THE DANGER

The immediate hours after a violent incident are usually chaotic and stressful. But the real challenge often comes later— days, weeks, and even months after. It's like a wound that needs proper care to heal; if it's neglected, it can become infected and cause even more problems. In a school setting, a poorly handled post-incident period can have serious consequences. For instance, imagine a fight breaks out in the cafeteria. In the immediate aftermath, everyone is focused on separating the students and ensuring their safety. But what happens the next day? If students and staff are left to process the event on their own, rumors can spread, anxieties can fester, and the overall feeling of safety can be deeply shaken. That's why a well-managed response is so important.

Failing to address the emotional and practical needs of those affected can lead to long-term issues. Individuals directly involved or those who witnessed the event might struggle with intense emotions like fear, anxiety, anger, sadness, or even guilt. Without proper support, these feelings can intensify and potentially lead to long-term psychological trauma.

The learning environment can also be significantly disrupted, making it difficult for students to focus and feel safe. Staff well-being can also be negatively impacted, potentially leading to burnout, absenteeism, or even staff turnover. And perhaps most importantly, if we don't address the root causes of the incident, we risk future incidents occurring.

# HOW TO PROTECT YOURSELF

We've talked about what can happen after a violent incident. Now, let's focus on what we can do to help our school community recover. It's all about having a plan, providing support, and learning from what happened.

## **Immediate Actions – What to Do Right Away:**

The first thing to do is put the school's crisis management plan into action. This plan should have specific steps for how to respond in the immediate aftermath. The absolute top priority is safety and security. This could mean securing the area where the incident occurred, increasing security presence, or implementing lockdown procedures if necessary. Clear and consistent communication is also crucial right from the start. Make sure to communicate accurate information to staff, students, and parents as quickly as possible. It's important to stick to the facts and avoid spreading rumors or speculation, which can make things even worse. Keep everyone updated on what's happening and what the school is doing to address the situation.

## **Short-Term and Long-Term Support – Helping Everyone Heal:**

In the days and weeks following the incident, providing support is essential. This includes making sure everyone has access to mental health professionals, counsellors, and other support services. This support should be available to both students and staff. Creating safe spaces for people to talk about their experiences and feelings is also incredibly important. This could involve group discussions, support groups, or individual counselling sessions, depending on what people need. It's also a good time to take a close look at our existing safety protocols. Are there any gaps we need to fill? Are there things we can do better to prevent similar incidents in the future? And, of course, it's vital to try to understand the root causes of what happened. This might involve looking at issues like bullying, conflict resolution strategies, or the availability of mental health resources within the school.

## **Returning to Work After an Incident – Taking the Time You Need:**

It's important to understand that trauma can affect anyone—not just students. Teachers or other members who experience or witness a violent incident can also be deeply impacted. There's no set timeline for recovery after a traumatic event. Everyone processes these experiences differently. If you're not ready to return to work the next day or even the next week, that's okay. Prioritize your well-being. Communicate with your supervisor or HR department about your needs. They can help you navigate the process of returning to work and ensure you have the necessary support in place. When you do return, it's important to ease back into your routine gradually, if possible. Don't hesitate to ask for accommodations or support from your colleagues and administration.

## **Responsibilities – We're All in This Together:**

Responding effectively to the aftermath of workplace violence isn't something one person can do alone. It takes a collaborative effort from everyone in the school community. Administrators, teachers, support staff, students, and parents all have a role to play in helping our school heal and become stronger.

## **FINAL WORD**

Remember, taking care of yourself is not a sign of weakness; it's a sign of strength. Recovering from a traumatic event isn't easy, but it is possible. It's about turning a difficult experience into an opportunity for growth and positive change.