



RED FLAG

WEEKLY

ACTIONABLE INTELLIGENCE FOR SAFETY PROFESSIONALS

EDITION 10

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SAFETYSOLUTIONSTRAINING.CO.UK

THIS WEEK

Five stories. One clear message for employers.

This edition turns five real stories into practical intelligence for organisations with public-facing teams.

PROSECUTION

01

Ex-partner jailed after workplace stabbing.

LOCAL GOVERNMENT

02

Council enforcement officers dismissed after threats.

LEGISLATION

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October 2026 liability threshold highlighted.

NHS

04

London Assembly raises NHS violence concerns.

LONE WORKING

05

Social worker stabbed during home visit.



PROSECUTION / WORKPLACE VIOLENCE

Man Jailed 26 Years for Stabbing Ex-Partner 17 Times at Her Workplace

He turned up uninvited at her place of work and stabbed her 17 times. She had no idea he was coming.

KEY DETAIL 17 times	SECTOR Prosecution / Workplace Violence
PUBLISHED 5 June 2026	RISK THEME Workplace violence and abuse

On 30 April 2025, Anwar Ashraf, 39, of Portsmouth, forced his way into his former partner's workplace in Whiteley and attacked her with a kitchen knife as she tried to escape, stabbing her 17 times. Members of the public restrained Ashraf until emergency services arrived. The victim survived after urgent hospital treatment for life-threatening injuries. Ashraf had become obsessed with her after the relationship ended, bombarding her with calls and messages. At Winchester Crown Court on 5 June 2026, a jury found him guilty of attempted murder despite his claim he only meant to frighten her. He was jailed for 26 years.

VINCE'S VIEW

Domestic abuse following someone to work is one of the most consistent patterns I saw in 30 years of policing. The relationship ends, the contact escalates, and eventually the workplace becomes the target because that is the one place the perpetrator knows she will be. Every organisation needs a procedure for when a member of staff discloses that a relationship has broken down and they are afraid. Not a line buried in a policy -- an actual procedure. Who gets told, whether reception knows, whether a colleague walks her to her car. Most workplaces have nothing. This sentence is a reminder of what is at stake when they do not.

WHAT EMPLOYERS SHOULD DO NOW

- Treat domestic abuse spill-over into work as a foreseeable risk.
- Make sure staff know how to report unwanted contact or stalking concerns.
- Check reception, visitor and emergency response arrangements.

Crown Prosecution Service



LOCAL GOVERNMENT / PROFESSIONAL BOUNDARIES

Harrow Council Enforcement Officers Dismissed After Bodycam Switched Off and Threats Made

One switched off his colleague's bodycam. What they said next got them both sacked.

KEY DETAIL One switched off his colleague's bodycam	SECTOR Local Government / Professional Boundaries
PUBLISHED 15 June 2026	RISK THEME Professional conduct and boundaries

Two enforcement agents contracted by Kingdom Services Group on behalf of Harrow Council were dismissed in June 2026 after mobile phone footage emerged of them threatening a member of the public in Harrow. The footage shows one officer deliberately deactivating his colleague's body-worn camera before both make threatening remarks, with one heard saying he would assault the man when off duty. Harrow Council confirmed both dismissals and referred the matter to police. The footage was widely shared on social media.

VINCE'S VIEW

This is not a story about a member of the public attacking a worker. It is about workers losing control of themselves -- and knowing it, which is why the camera went off first. The moment that bodycam was disabled, the professional boundary went with it. Contracted staff operating under a council's name represent that council. The reputational and legal exposure sits with both the contractor and the authority that deployed them. Professional boundaries training is not just for the people who might receive abuse. It matters equally for the people who might dish it out when the pressure is on.

WHAT EMPLOYERS SHOULD DO NOW

- Reinforce professional standards for staff using enforcement powers.
- Make body-worn video expectations explicit and auditable.
- Train staff to disengage before authority turns into aggression.

03
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LEGISLATION / EMPLOYMENT RIGHTS ACT 2025

October 2026: One Incident Involving a Client or Patient Will Be Enough for a Tribunal Claim

From 1 October 2026, a single act of harassment by a customer, client, or patient could be enough to trigger direct employer liability. Four months.

KEY DETAIL 1 October 2026, a single act of harassment by	SECTOR Legislation / Employment Rights Act 2025
PUBLISHED April 2026	RISK THEME Third-party harassment liability

The Employment Rights Act 2025 introduces two significant changes from October 2026. The duty on employers to prevent sexual harassment rises from 'reasonable steps' to 'all reasonable steps', a materially higher standard. Simultaneously, employers become directly liable for harassment by third parties -- customers, clients, contractors, patients, and service users -- across all nine protected characteristics under the Equality Act 2010, not just sexual harassment. A single act will be sufficient to trigger liability where the employer cannot show they took all reasonable steps to prevent it. The secondary regulations defining exactly what the standard requires are not expected until 2027, but October 2026 is confirmed in statute.

VINCE'S VIEW

Most public-facing organisations are not ready for this. A housing association where a tenant racially abuses a caseworker. A charity where a client directs unwanted sexual comments at a support worker. A hospital where a patient's relative threatens a member of staff. From October, if the employer cannot show all reasonable steps were taken to prevent that, they face direct liability. The regulations telling them exactly what those steps are will not arrive until 2027. So organisations must reach a higher bar before being told precisely where it sits. Four months is not long. The time to build the evidence trail is now.

WHAT EMPLOYERS SHOULD DO NOW

- Review policies against the October 2026 duties.
- Document the training and preventative steps already in place.
- Make reporting routes clear for third-party harassment.

Lewis Silkin



NHS / INSTITUTIONAL INQUIRY

London Assembly Writes to the Health Secretary Over Rising Violence Against NHS Staff

An A&E nurse was punched unconscious at work and developed PTSD. The London Assembly responded by writing formally to the Health Secretary.

KEY DETAIL 4 March 2026, the London Assembly Health Commi	SECTOR Nhs / Institutional Inquiry
PUBLISHED 26 March 2026	RISK THEME Workplace violence and abuse

Following a formal evidence session on 4 March 2026, the London Assembly Health Committee wrote to both the Health Secretary and the Metropolitan Police Commissioner raising serious concerns about rising violence against NHS staff. City Hall data showed London Ambulance Service recorded an 11.3% rise in all violence, aggression, and abuse incidents against staff in 2024 compared to the previous year. The Royal College of Nursing told the Committee that one A&E nurse was punched unconscious and subsequently diagnosed with PTSD, requiring months away from work. The Committee called for an urgent government review of the Right Care Right Person strategy, better reporting systems, and improved police response coordination.

VINCE'S VIEW

When an Assembly committee has to write to the Health Secretary and the Met Commissioner simultaneously, something has gone badly wrong at ground level. The explanation given for the rise -- patients taking out their frustration at long waits on whoever is nearest -- is not going away while NHS capacity stays where it is. What can be addressed is how well prepared the person standing in the way of that frustration actually is. An 11% rise in a single year is not a blip. It is a direction of travel. Training is not a response to a trend like that. It is a prerequisite.

WHAT EMPLOYERS SHOULD DO NOW

- Do not normalise daily abuse as part of the job.
- Give urgent care staff role-specific conflict management training.
- Strengthen reporting, escalation and post-incident support.

London Assembly

<https://www.london.gov.uk/who-we-are/what-london-assembly-does/london-assembly-press-releases/serious-concerns-over-violence-and-abuse-against-nhs-staff>

Published: 26 March 2026



LONE WORKING / SOCIAL CARE

Social Worker Stabbed Without Warning During Home Visit. The Judge Called It Vicious and Terrifying.

She was unpacking groceries and saying 'I have bought you all your favourites.' The attack came without any warning.

KEY DETAIL 25, was jailed for six years at Dungannon Crown	SECTOR Lone Working / Social Care
PUBLISHED 2026	RISK THEME Lone worker safety

Fiyori Kesete, 25, was jailed for six years at Dungannon Crown Court after admitting causing grievous bodily harm to a social worker from the Southern Health and Social Care Trust. Kesete stabbed the worker multiple times in the arms and head without warning while the worker was unpacking shopping she had brought to the visit. Police were outside the property and contained Kesete immediately after the attack. The social worker required emergency surgery. The judge described it as 'a vicious and terrifying ordeal with far-reaching and lasting effects' and extended Kesete's licence by two years, having assessed her as dangerous. She showed limited remorse and blamed the social worker and police for making her angry.

VINCE'S VIEW

No build-up. No change in demeanour, no raised voice, nothing to read and act on before it happened. Just a sudden attack in a domestic setting, alone, with no immediate means of assistance. The only reason the attack stopped when it did was that police happened to be outside. Lone worker training that focuses only on how to exit a situation when it starts to feel tense does not cover this scenario. What staff need is the discipline to think about positioning before they go in, who knows where they are, and how quickly they can raise an alarm if they cannot speak. Dynamic risk assessment is not just for visits that already feel difficult. It applies to every single one.

WHAT EMPLOYERS SHOULD DO NOW

- Review lone working arrangements for home visits and public spaces.
- Clarify when staff should withdraw or request support.
- Make post-incident reporting and welfare checks consistent.

Four Months to October 2026. The Standard Is Rising Before the Rules Arrive.

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MONTHS REMAINING UNTIL THE
EMPLOYMENT RIGHTS ACT 2025
DEADLINE

From 1 October 2026, two things change under the Employment Rights Act 2025. The duty on employers to prevent sexual harassment rises from “reasonable steps” to “all reasonable steps” -- a deliberate and material uplift. And employers become directly liable for harassment by third parties across all nine protected characteristics, not just sexual harassment. A single incident will be enough if the employer cannot show they took all reasonable steps to prevent it.

The secondary regulations that will define exactly what “all reasonable steps” requires are not expected until 2027. That means organisations must reach a higher standard before being told precisely where the bar sits. Passing the current “reasonable steps” test does not automatically mean passing the new one.

Four months is still enough time to act. Just.

- Third-party liability now covers all nine protected characteristics, not just sexual harassment
- The EHRC can enforce the preventative duty directly, before any individual claim is concluded
- Compensation for discriminatory harassment is uncapped, with a 25% tribunal uplift available for employer failure
- A signed policy and annual e-learning module will not answer the question a tribunal will ask
- The tribunal question from October is not “did training exist?” It is “was it role-specific, documented, current, and built around what your staff actually face?”

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ACTIONABLE INTELLIGENCE FOR SAFETY PROFESSIONALS

Training Built Around What Your Staff Actually Face

Safety Solutions Training Ltd delivers practical, role-specific training for organisations whose staff deal with members of the public in complex, challenging or high-risk situations.

CONFLICT MANAGEMENT

LONE WORKER SAFETY

MANAGING CHALLENGING PHONE
CALLS

PROFESSIONAL BOUNDARIES

SAFEGUARDING

DANGEROUS DOGS AWARENESS

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Red Flag Weekly is researched and written by Vince Donovan, Director, Safety Solutions Training Ltd. Every story in this edition is verified against a named, public source. No statistics are invented or estimated.