

RED FLAG WEEKLY

ACTIONABLE INTELLIGENCE FOR SAFETY PROFESSIONALS

EDITION
14

MONDAY 20 JULY
2026

SAFETYSOLUTIONSTRAINING.CO.UK

THIS WEEK

Five stories. One clear message for employers.

New social-care evidence, formal action over workplace harassment, armed retail violence and assaults on lone and emergency workers all point to the same duty: anticipate risk, prepare staff and prove that controls work.

SOCIAL CARE

01

Two in five workers report physical violence.

ACCOUNTABILITY

02

Senior officer dismissed after unwanted contact.

RETAIL

03

Saw attack leads to a ten-year prison sentence.

LONE WORKER

04

Taxi driver knocked unconscious over unpaid fare.

NHS

05

Paramedic harassment conviction applies new law.

01
SC

SOCIAL CARE / OFFICIAL STATISTICS

Two in Five Adult Social-Care Workers Report Physical Violence

New government-commissioned evidence shows that violence and harassment are recurring features of care work, not isolated exceptions.

SURVEY PARTICIPANTS

3,008 workers

PHYSICAL VIOLENCE

41 per cent

THREE OR MORE TIMES

22 per cent

HARASSMENT OR ABUSE

39 per cent

Department of Health and Social Care research analysed weighted responses from 3,008 adult social-care workers in England. It found that 41 per cent had experienced physical violence from people they care for or support at least once in the previous year. Twenty-two per cent experienced it three or more times, while 39 per cent reported harassment, abuse or bullying from people they support. The highest violence rates were reported by registered nurses and allied health professionals at 54 per cent, senior care workers at 53 per cent, and care workers or assistants at 47 per cent.

VINCE'S VIEW

Providers should compare this evidence with their own incident records. A low internal figure may mean the risk is controlled, but it may also mean staff have stopped reporting behaviour they believe is part of the job. Care organisations need role-specific assessments for home visits, personal care, dementia, mental health and supported living. Training, supervision and post-incident support must reflect the actual exposure in each service.

WHAT EMPLOYERS SHOULD DO NOW

- Compare internal reports with the national evidence.
- Identify roles and services with repeated exposure.
- Test training, supervision and post-incident support.

Department of Health and Social Care

<https://www.gov.uk/government/publications/work-related-quality-of-life-of-the-adult-social-care-workforce-in-england-in-2025/executive-summary-work-related-quality-of-life-of-the-asc-workforce-in-england-in-2025>

Published: 2 July 2026



PROFESSIONAL BOUNDARIES / ACCOUNTABILITY

Senior Officer Dismissed After Persistent Unwanted Contact

A formal misconduct finding shows what happens when seniority, supervision and unwanted attention are allowed to overlap.

OUTCOME Dismissed without notice	CONDUCT PERIOD November 2024 to February 2026
FINDING Gross misconduct	FURTHER ACTION Policing barred list

A Metropolitan Police misconduct hearing found that Chief Inspector Kevin Weeden abused his senior position over a female colleague for a sexual purpose. The panel found that he pursued a sexual or emotional relationship, sent inappropriate communications and failed to declare or manage the professional relationship while supervising her. Persistent unwanted contact continued after he was asked to stop. He was dismissed without notice and will be placed on the College of Policing barred list.

VINCE'S VIEW

Seniority increases responsibility. Managers must understand that persistent contact, blurred professional boundaries and a power imbalance can make it harder for the junior worker to challenge what is happening. Organisations need trusted reporting routes and investigators who can act without the line-management structure protecting the senior person. Professional-boundaries training must be practical and specific, not a vague value statement.

WHAT EMPLOYERS SHOULD DO NOW

- Make reporting routes independent and trusted.
- Train managers on power imbalance and boundaries.
- Act when unwanted contact continues after challenge.

03
RT

RETAIL / SECURITY / COURT OUTCOME

Saw Attack and Strangulation Follow a Routine Shoplifting Challenge

An offender returned to a store armed with a saw after staff refused to hand back a phone left during an attempted theft.

ATTACK DATE

12 July 2025

ALARM RESPONSE

Officers in two minutes

CUSTODIAL SENTENCE

Ten years

EXTENDED LICENCE

Three years

The Metropolitan Police said Tedros Menges returned to an Enfield store after leaving his phone during an attempted theft. When staff refused to hand it over, he came back armed with a saw, attacked a security guard, strangled the manager and threatened other staff. A panic alarm was activated and officers arrived within two minutes. Menges was convicted of grievous bodily harm, non-fatal strangulation, attempted robbery and threatening a person with an offensive weapon before receiving a ten-year custodial sentence with a three-year extended licence.

VINCE'S VIEW

This is the point where stock protection must end and survival takes priority. Security and retail staff need clear limits on intervention, immediate access to alarms and permission to withdraw when an offender leaves and returns. In nearly 30 years of policing and 25 years of training, I have seen how the second contact can be more dangerous because the person has had time to arm themselves. Employers should test alarm response, staffing and safe-room arrangements against that reality.

WHAT EMPLOYERS SHOULD DO NOW

- Define firm limits on theft intervention.
- Test panic alarms and police-response arrangements.
- Plan for an offender leaving and returning armed.

Metropolitan Police

<https://news.met.police.uk/news/saw-wielding-shoplifter-jailed-following-swift-met-investigation-511409>

Sentencing published: 17 July 2026

04
LW

TRANSPORT / LONE WORKER

Taxi Driver Knocked Unconscious After Challenging an Unpaid Fare

A routine payment dispute ended with a lone driver repeatedly punched in the face at the roadside.

DRIVER

34 years old

TIME REPORTED

Before 11.30 pm

IMMEDIATE EFFECT

Lost consciousness

INJURY

Facial injury

Merseyside Police said a 34-year-old taxi driver collected a group from a restaurant in Wavertree, Liverpool. When they failed to pay the full fare, he challenged them verbally. The men allegedly returned to the taxi, shouted and swore at him, then punched him repeatedly in the face. The driver lost consciousness and was taken to hospital with a facial injury after members of the public came to his aid. The investigation remains active.

VINCE'S VIEW

Taxi drivers work alone, carry money and regularly have to challenge behaviour without a colleague beside them. Operators need clear arrangements for tracking, emergency contact, payment disputes and rapid escalation. Training must give drivers permission to prioritise distance and safety over recovering a fare. The worker should never be left to decide all of that for the first time at the roadside.

WHAT EMPLOYERS SHOULD DO NOW

- Set safe procedures for payment disputes.
- Use reliable tracking and emergency contact systems.
- Give drivers clear authority to disengage.

Merseyside Police

<https://www.merseyside.police.uk/news/merseyside/news/2026/july-2026/appeal-following-assault-on-taxi-driver-in-liverpool/>

Appeal published: 13 July 2026



NHS / HARASSMENT / COURT OUTCOME

Paramedic Harassment Conviction Shows New Law in Action

Sexualised and misogynistic abuse directed at a paramedic providing emergency care resulted in a custodial sentence.

WORKER On-duty paramedic	OFFENCE IN FORCE 1 April 2026
SENTENCE 12 weeks	FIRST THREE MONTHS 22 people charged

The Metropolitan Police reported that Ahmed Sheiki Ahmed pleaded guilty to intentionally causing harassment, alarm or distress on account of sex against an on-duty paramedic. Police said he used sexualised and misogynistic language while she was providing emergency care on 5 April. He received 12 weeks' imprisonment. The Met also reported that 22 people were charged in the first three months after the new sex-based public-order offence came into force on 1 April 2026. This is a new court outcome following the earlier legislative change.

VINCE'S VIEW

This case shows that sexualised abuse from a patient or member of the public can be evidence of a criminal offence as well as a workplace risk. Staff need to recognise it, report it and preserve the words and circumstances accurately. The organisation must then support the worker and review whether its controls were strong enough. A policy is not protection unless staff know how to use it in the moment.

WHAT EMPLOYERS SHOULD DO NOW

- Train staff to identify and report sexualised abuse.
- Preserve words, recordings and incident circumstances.
- Support the worker and review the controls used.

Under Three Months to October 2026. Evidence of Prevention Will Matter.

73

DAYS FROM PUBLICATION TO
THE EMPLOYMENT RIGHTS ACT
2025 DEADLINE

From 1 October 2026, the duty to prevent sexual harassment moves from reasonable steps to all reasonable steps. Employers also become liable for third-party harassment across all nine protected characteristics unless they can show that they took all reasonable steps to prevent it.

The practical issue is evidence. A generic e-learning module and signed policy will not demonstrate that staff were prepared for the situations they actually face.

- Risk assessments should identify where harassment by patients, customers, tenants, pupils, relatives or service users is foreseeable.
- Training should be current, role-specific and supported by trusted reporting routes.
- Managers should know how to respond, preserve evidence and prevent recurrence.
- Records should show that controls were reviewed after incidents and complaints.

The tribunal question will be simple: what did the employer do, and was it effective in the real workplace?

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WEEKLY

ACTIONABLE INTELLIGENCE FOR SAFETY PROFESSIONALS

Training Built Around What Your Staff Actually Face

Safety Solutions Training Ltd delivers practical, role-specific training across the NHS, social care, housing, local authority and third sector.

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LONE WORKER SAFETY

MANAGING CHALLENGING PHONE
CALLS

PROFESSIONAL BOUNDARIES

SAFEGUARDING

DANGEROUS DOGS AWARENESS

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