



West Road Primary School

Title of Policy:

DOMESTIC ABUSE (SUPPORT FOR STAFF) POLICY

Date Reviewed: Autumn 2016	Person Responsible: HT/SLT
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Frequency of Review: 3 Year

1 SCOPE

West Road Primary recognises that domestic abuse is a serious issue within society which affects many people and will take all practical steps to support employees who are victims of domestic abuse.

It also recognises that individuals can be exposed to domestic abuse without being abused themselves e.g. the child of a parent who abuses the other parent and that this can have traumatic effects.

The support provided under this policy, therefore, applies equally to all employees who may be experiencing domestic abuse, whether they are male or female, or are affected by domestic abuse perpetrated against someone close to them rather than against them personally.

2 DEFINITION

Domestic abuse can be carried out by a partner or ex-partner (married, cohabiting or single sex relationship), by a family member, or by another person living in the same household.

Domestic abuse can be a single incident or a series of incidents and can include:

- physical abuse - assault and physical attack involving a range of behaviour
- sexual abuse - acts which degrade and humiliate and are perpetrated against the victim's will (this includes rape) and
- mental/emotional abuse – for example, threats, verbal abuse, racial abuse, withholding money, or other types of controlling behaviour such as isolation from family and friends

3 POLICY STATEMENT

3.1 West Road Primary employs a large number of staff and recognises that, statistically, a number of employees may be experiencing domestic abuse in their personal relationships and, through this policy, seeks to provide effective, confidential and sympathetic support to these employees.

3.2 West Road Primary realises that employees who are experiencing domestic abuse may not wish to divulge this fact, even in strict confidence, to any other employee of the organisation. A list of various external organisations which can offer support and guidance is, therefore, given in Appendix 2.

3.3 In the event that the direct effects of domestic abuse extend into the workplace e.g. by unwelcome visits from an abusive partner, West Road Primary has a duty of care to protect both the abused person and their colleagues. For that reason, West Road Primary may, depending on the individual circumstances, arrange for police involvement in such situations.

3.4 West Road Primary will ensure that this Domestic Abuse Policy is widely publicised and made freely available to all employees.

3.5 Some facts on the reality of domestic abuse are shown in Appendix 1.

4 SUPPORT FOR EMPLOYEES EXPERIENCING DOMESTIC ABUSE

4.1 Any employee who is experiencing domestic abuse and feels that West Road Primary can offer the support they need, should speak to their line manager or the Occupational Health Service (OHS). As outlined in Section 5, this matter will be dealt with on a strictly confidential basis and only those with a “need to know” will be made aware of the situation.

4.2 Any employee who feels that domestic abuse is having an impact on their self-esteem can arrange to attend one to one counselling sessions through OHS. As this would be on the basis of a self referral, the employee will not be asked to tell OHS why they wish to attend such sessions and the Counsellor is bound by professional ethics which will ensure total confidentiality.

4.3 Individuals who are experiencing domestic abuse often require to take time off work in order to visit solicitors, banks, schools, support agencies etc and this can be accommodated through our Leave of Absence procedures. Such arrangements should be made, in confidence, through the employee’s line manager.

4.4 West Road Primary recognises that individuals who are experiencing domestic abuse may also require to arrange to meet with third parties e.g. support agencies, police etc., for short periods during normal working hours and can accommodate requests from staff to hold such meetings on our premises. Again, such arrangements should be made, in confidence, through the employee’s line manager. Details of external agencies who can provide advice and/or support to victims of domestic abuse are listed at Appendix 2.

5 CONFIDENTIALITY

West Road Primary recognises that, where an employee is experiencing domestic abuse, confidentiality must be strictly observed by all parties concerned and that any breach of confidentiality could have severe repercussions on the person experiencing domestic abuse. For that reason, West Road Primary will treat any breach of confidentiality committed by an employee under the provisions of the appropriate employee conduct procedure, in which case the range of penalties open to the organisation will include dismissal.

The only exceptions to this would be where third parties e.g. children or vulnerable adults, were at risk and in such instances the decision to inform an external body would be taken by the line manager.

The need for confidentiality generally includes ensuring that an employee’s address, telephone number and work location is not identified.

To protect the confidentiality of employees, West Road Primary, will ensure that any disclosures which are required under it’s data protection registration, or it’s responsibilities under the Freedom of Information Act, do not have the potential to compromise employees who may be experiencing domestic abuse. West Road Primary will also ensure that, in cases where an employee is known to suffer from domestic abuse, only those other employees who “need to know” about the employee’s situation are informed.

6 MANAGERS' RESPONSIBILITIES

6.1 All managers have a responsibility for the welfare and the health and safety of employees at work.

6.2 All managers must be aware that domestic abuse can influence the health and self-confidence of people who may be reticent to confide in others, or seek help. They should, therefore, be alerted to the signs of **possible** domestic abuse e.g. where an employee is depressed, distracted and/or lacking in self-confidence, which may be reflected in work performance, while being aware that domestic abuse may not always be the reason behind such conditions. Any sign of physical injury, particularly if these are repeated, should also be noted.

6.3 All managers should recognise the importance of employee welfare and appreciate that, by supporting an employee who may be the victim of domestic abuse, they will potentially contribute to an improvement in service delivery and a reinforcement of good management/employee relations.

6.4 All managers should ensure that employees are aware of the issues surrounding domestic abuse by bringing this policy to their attention.

APPENDIX 1

THE REALITY OF DOMESTIC ABUSE – SOME FACTS

Between April 2014 and October 2015 (18 months), **1,080** high risk domestic abuse cases were reviewed by Doncaster's MARAC. Of these, **42%** were repeat cases.

Nearly 13,000 domestic abuse incidents were reported to South Yorkshire Police

54% of all referrals to Children's Social Care have a concern of Domestic Abuse. Approx. **189** children and young people are referred per month where there is concern of Domestic Abuse. **43%** of all open Child & Family Assessments have a concern of Domestic Abuse.

41% of cases assessed by CSC (no intervention required for child need/protection) but would benefit from some early help

Of the completed C&F assessments where Domestic Abuse is a factor, **96%** have a further concern factor of either **Mental Health, Drugs or Alcohol**.

APPENDIX 2

Numbers to Contact for Support

Talking Shop – 01302 565650

Counselling Service – Thorne & Moorends – 0796 2907053

Relate (including Free Web Chat) – 01302 347474

Open Minds – 01302 344192 or 077652 24564

Parents only – Riverside 0800 4701 505 – Freedom Programme & You and Me, Mum

<http://www.refuge.org.uk/>

0808 2000 247 Freephone 24hr National Domestic Violence Helpline

Run in partnership between Women's Aid & Refuge

Samaritans: 0845 7909 090 / www.samaritans.org.uk

Rape Crisis: www.rapecrisis.org.uk

Shelter: 0808 800 4444 / www.shelter.org.uk

Victim support: 0808 168 9111 / www.victimsupport.org.uk

Crimestoppers: 0800 555 111 / www.crimestoppers-uk.org

Community Legal Service Direct: 0845 345 4 345 / www.clsdirect.org.uk

Rights of Women: 020 7251 6577 / www.rightsofwomen.org.uk

National Centre for Domestic Violence: 0844 8044 999 / www.ncdv.org.uk

Support for lesbian, gay, bisexual and transgender people

Broken Rainbow: 0300 999 5428 / 08452 60 44 www.brokenrainbow.org.uk

Support for children and young people

Childline: 0800 1111 / www.childline.org.uk

NSPCC: 0808 800 5000 / www.nspcc.org.uk

Get Connected (16-25 year olds): 0808 808 4994 / www.getconnected.org.uk

Support for men

Men's Advice Line (for men experiencing domestic violence): 0808 801 0327 / www.mensadvice.org.uk

Respect (for perpetrators of domestic violence): www.respect.org.uk

Support for women and children from minority ethnic communities

Foreign and Commonwealth Office Forced Marriage Unit: 020 7008 0151 / <https://www.gov.uk/forced-marriage>

Refugee council: 020 7346 6777 / www.refugeecouncil.org.uk

Immigration Advice Service: 020 7357 6917 / www.iasservices.org.uk

Asylum Aid: 020 7247 8741

Southall Black Sisters: 020 8571 9595

Muslim Community Helpline: 020 8904 8193 / 020 8908 6715 / <http://muslimcommunityhelpline.org.uk>

Jewish Women's Aid Helpline: 0800 59 12 03 / www.jwa.org.uk

Somalian Women's Centre: 020 8752 1787

Newham Asian Women's Project: 020 8552 5524 / www.nawp.org

Kiran: Asian Women's Aid: 020 8558 1986 / www.rdlogo.com/cwp/kawa

Chinese Information and Advice Centre: 020 7692 3697 / www.ciac.co.uk

BAWSO: 02920 644633 / 24 hour helpline 0800 731 8147 / www.bawso.org.uk

JAN Trust: 0208 889 9433 / www.jantrust.org

Other support

Women's Aid Federation of England: 0117 944 4411 / www.womensaid.org.uk

Women and Girls' Network www.wgn.org.uk

Nursing Home Abuse Guide www.nursinghomeabuseguide.org

National Association for People Abused in Childhood www.napac.org.uk

Advocacy After Fatal Domestic Violence (for bereaved friends and family): www.aafda.org.uk

Mothers Apart from Their Children www.matchmothers.org