



Supporting Colleagues who are Victims of Domestic Abuse

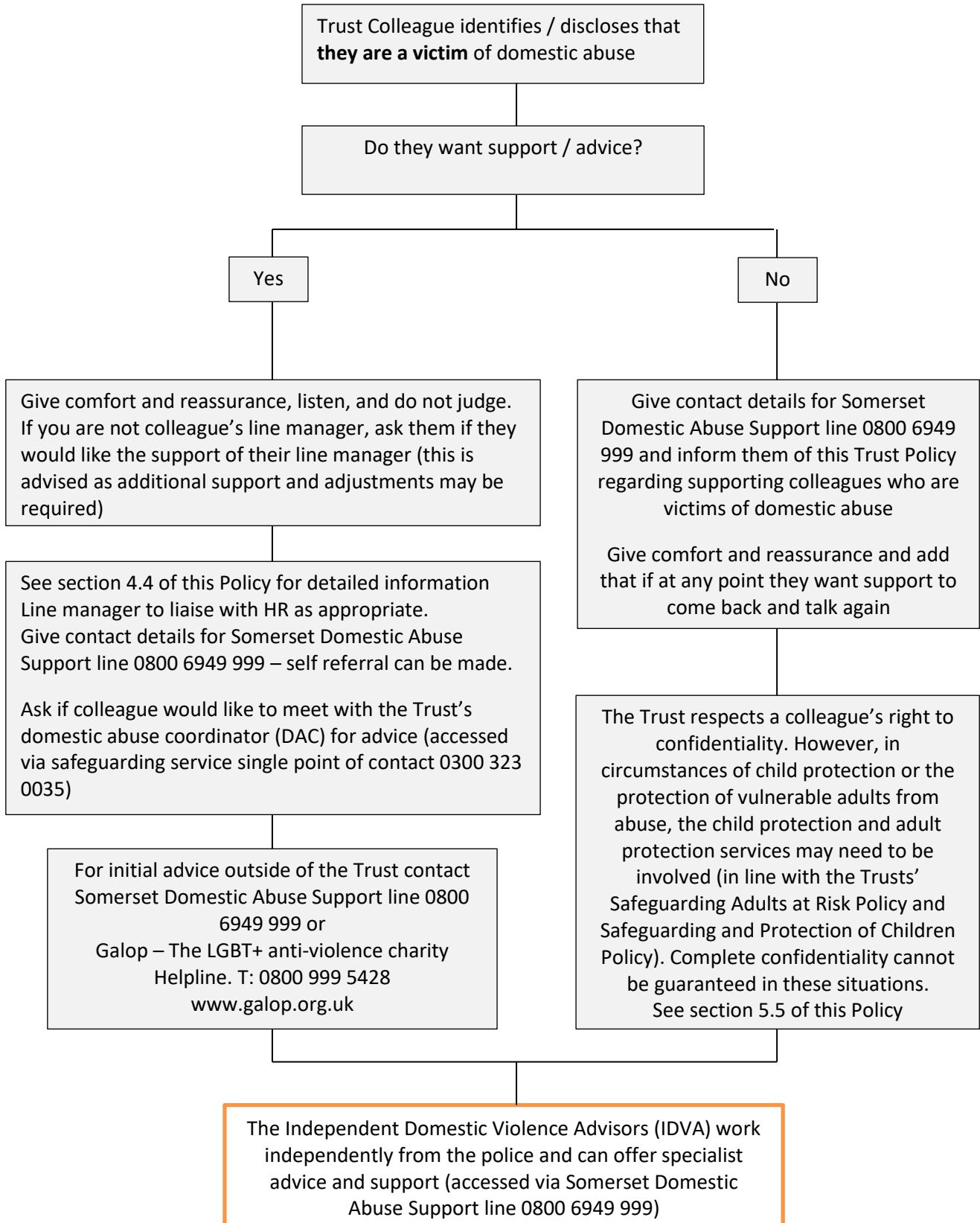
Policy

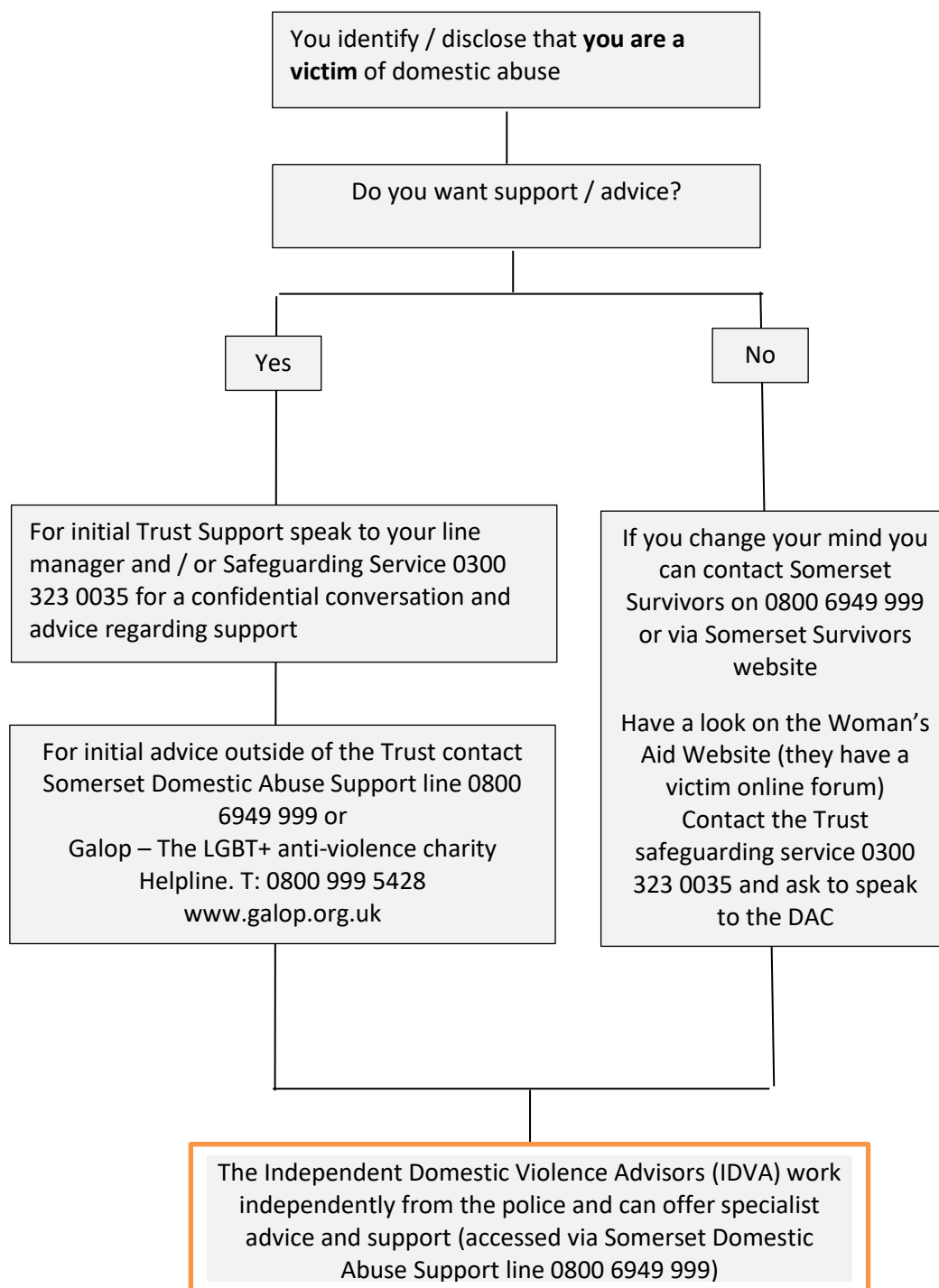
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1.0 FLOW DIAGRAM / ALGORITHM OR KEY STEPS





2.0 INTRODUCTION

2.1 Purpose

- The aim of this Policy is to ensure that Somerset Partnership NHS Foundation Trust (Sompar) and Taunton and Somerset NHS Foundation Trust (TST), fulfils its statutory duties and has a procedure in place on how to respond to reported incidents or allegations of domestic violence and abuse involving a colleague or volunteer, whether perpetrator or victim.
- To provide guidance for managers and colleagues of Sompar and TST Trusts on the processes to be followed if they receive notification or information that a colleague or volunteer is involved in an incident or allegation regarding domestic violence or abuse.
- To ensure Colleagues are informed of where assistance can be found and where appropriate, signposted accordingly.
- Sompar and TST will be referred to as 'The Trust' throughout this document.

2.2 Aim of Guidance:

- Encourage and enable reporting of domestic abuse in the workplace
- Provide help and support to employees who are experiencing domestic violence or abuse
- Enable managers to deal with disclosures in an appropriate manner
- Enable managers to deal with employees who are identified as perpetrators

2.3 Scope

- This policy applies to all Trust colleagues, volunteers and contractors employed by Sompar & TST.

2.4 Domestic Abuse and the Workplace

- Domestic abuse can happen to anyone, and in all kinds of relationships - heterosexual, gay, lesbian, bisexual and transgender. People suffer domestic abuse regardless of their social group, class, age, race, disability, gender, sexual orientation or lifestyle. The abuse can begin at any time – in new relationships or after many years spent together.
- Domestic abuse, as defined here, also includes issues such as forced marriages, female genital mutilation and 'honour based' violence.
- The Trust recognises that domestic abuse can take place against men and women in either heterosexual or same sex relationships.
- The direct and indirect costs of domestic abuse on staff working in an NHS Trust will be wide ranging. The Trust recognise that domestic abuse could have a direct effect on the quality of an individual's work performance and service provision to patients and may, not exclusively, impact in the following ways:
 - increased sickness absence, attendance levels;
 - reduced work performance and lost productivity;
 - punctuality
 - as well as job prospects and career development

- The Trust is committed to supporting colleagues who are experiencing any form of domestic abuse or violence, and in providing guidance for colleagues and management to address the occurrence of domestic abuse and its effects on the workplace.
- Zero Tolerance Stance on Violence. It is important to promote the understanding that everyone has the right to a life free from abuse in any form. Domestic abuse is wholly unacceptable and inexcusable behaviour and responsibility for domestic abuse lies with the perpetrator.
- The Trust strives to create a working environment that promotes the view that violence against people is unacceptable and that such violence will not be condoned or made the subject of jokes or graphics.

2.5 Why is action needed in the workplace?

- All employers have a legal responsibility to provide a safe and healthy working environment for their colleagues and it is this which underpins the Trust policy on domestic abuse.
- Research shows that an estimated 2 million adults aged 16 to 59 years experienced domestic abuse in the year ending March 2018, equating to a prevalence rate of approximately 6 in 100 adults. Women were around twice as likely to have experienced domestic abuse as men (7.9% compared with 4.2%).
- In Somerset there is an estimated population of 530,000. Research into the associated costs of domestic abuse to services estimates the total annual cost to Somerset is £51million (not including human or emotional cost). Nationally the cost of domestic abuse to health services has been calculated at £1.73 billion (with mental health costs estimated at an additional £176 million).
- Research identifies 51,355 NHS staff likely to have experienced domestic abuse within the past 12 months, breaking down to 44,825 women and 6,530 men.
- In the Avon and Somerset Policing area there were 27,628 domestic abuse related incidents recorded in the financial year ending March 2018. This is equivalent to 16 incidents and crimes for every 1,000 people in the population.
- For many victims there is no escape. Research indicates that 75% of women that experience domestic abuse are targeted at work – from harassing phone calls and abusive partners arriving at the office unannounced, to physical assaults. Perpetrators may seek out the victim in the workplace when they have been legally prevented from gaining access in other ways.
- For people who are personally affected by domestic abuse, it can devastate their family, home and working lives. Support and understanding by their employer can play a pivotal role in their recovery. Therefore ensuring the wellbeing of colleagues is a key priority of the Trust.

2.6 Human Rights Act

- Under the Human Rights Act, all public bodies have an obligation to protect the human rights of individuals and to ensure that their human rights are not being violated. Violence, domestic abuse and sexual violence against either women, girls, boys and men denies the most fundamental of human rights. Some of the human rights (not an exhaustive list) that can be relative to domestic abuse includes:

- Article 2: Right to life
- Article 3: Freedom from torture and inhuman or degrading treatment
- Article 4: Freedom from slavery and forced labour
- Article 5: Right to liberty and security
- Article 8: Respect for your private and family life, home and correspondence
- Article 9: Freedom of thought, belief and religion
- Article 10: Freedom of expression
- Article 12: Right to marry and start a family
- Article 14: Protection from discrimination in respect of these rights and freedoms

2.7 Equality & Diversity

- The Equality Act 2010 includes a public sector duty, whereby those subject to the general equality duty, must have due regard to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity for protected groups; and foster good relations.

3.0 DEFINITIONS

3.1 Definition of Domestic Abuse

- There is currently no statutory definition of Domestic Abuse, however the current Domestic Abuse Bill proposes the following definition:
- *“Any incident or pattern of incidents of controlling, coercive, threatening behaviour,*
- *Violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexual orientation. The abuse can encompass, but is not limited to: psychological, physical, sexual, economic and emotional forms of abuse.*
- *Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape, and regulating their everyday behaviour.*
- *Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten a person”.*

3.2 Recognising domestic abuse.

- Although every situation is unique, there are a number of common identifying factors that relate to the occurrence of an abusive relationship. Recognising these factors is an important step in helping to prevent and stop the abuse. The following list can be used as an aid to help you to recognise if you, someone you work with (or other person known to you) are suffering from domestic abuse (see Appendix A for further explanation of each category).
 - Destructive criticism
 - Pressure tactics
 - Disrespect
 - Breaking Trust
 - Isolation
 - Harassment
 - Threats
 - Sexual violence
 - Physical violence
 - Denial

3.3 Impact assessment:

- This Policy applies equally to women and men. Whilst research shows that women are more likely to suffer more serious injury and ongoing assaults than men, it should be acknowledged that men can experience domestic abuse from their female partner, and that domestic abuse also occurs within same-sex relationships.
- This Policy takes into account the different needs and experiences people may have, for example research has shown:
 - Older women / men are less likely to report their experiences of domestic abuse.
 - Disabled women / men are more likely to experience domestic abuse than non-disabled women / men and disabled women are more likely to experience sexual violence than non-disabled women.
 - Black and Minority Ethnic (BME) women can face additional barriers to accessing support, due to cultural beliefs and cultural expectations.
 - Lesbian, gay, bisexual and transgender (LGBT) women / men can be vulnerable to abusers who undermine their sexuality and threaten to 'out' them to colleagues, employers and family members.
 - Transgender women and men may have fewer specialised services available to them.
 - Women and men experiencing domestic abuse and sexual violence may find it difficult to disclose abuse due to fear of ridicule, and males may find more barriers to accessing support.

4.0 ROLES and RESPONSIBILITIES

4.1 The Trust Board has ultimate responsibility for:

- All aspects of the safeguarding of adults at risk within the Trust
- The allocation of resources to ensure compliance with this Policy
- A duty to make colleagues aware of this Policy

4.2 The Director of Safeguarding is responsible for:

- Ensuring this Policy is reviewed at least every three years or more frequently if there are changes in legislation
- Attending and contributing to County wide Multi Agency Safeguarding Adults board meetings and Trust Adults at Risk Working Group
- Work in partnership with the Associate Director of Safeguarding and Named Professional for Safeguarding Adults in devising the audit programme each year
- Ensuring monitoring information is provided to the Trust's Joint Safeguarding Committee and that an annual report is provided to the board of directors

4.3 Associate Director of Safeguarding is responsible for:

- Supporting the Director in the reviewing of this Policy
- Working with the Named Professional for Safeguarding Adults in ensuring that this Policy is kept up to date and reflects National and Local Policy, Legislation and Guidance
- Overseeing of the provision of information, training and policy in relation to Domestic Abuse

4.4 The Named Professional for Safeguarding Adults is responsible for:

- Working closely with the Named Nurse for Safeguarding Children to ensure that a 'Think Family' approach is embedded within this Policy and associated practice
- Working closely with Human Resources to ensure that adequate colleague support systems are available to uphold this Policy
- Interpreting national and local policy and best practice and advise the Trust accordingly
- Contributing to the strategic planning of the Trust Domestic Abuse and Safeguarding arrangements
- attending the Joint Safeguarding Committee meetings
- Ensuring attendance at the Safer Somerset Domestic Abuse Board meetings

4.5 Trust Managers are responsible for:

- Being available and approachable to colleagues experiencing domestic abuse
- Keeping information confidential, subject to the parameters of Safeguarding Children and Vulnerable Adults processes and the Crime and Disorder Act. For more information see Trust Intranet Safeguarding pages

- Ensuring that all conversations take place in a private environment where conversations cannot be overheard or interrupted
- Ensuring all requests for assistance must be treated seriously and sympathetically
- Recognising that domestic abuse is characterised by power and control and that your colleague maybe exposed to coercion and threats, intimidation, emotional abuse, isolation or stalking and harassment
- Discussing the specific steps that can be taken to help the colleague stay safe in the workplace
- Ensuring the colleague is aware of options available to them, as referenced in this document (sections 5.2 / 5.3.4 / 5.10)
- Encouraging affected colleagues to seek advice from external agencies as appropriate (Appendix B)
- Encouraging affected colleagues to utilise support mechanisms available internally to the Trust e.g. Occupational Health (via referral from line manager), Employee Assistance Programme (0800 1116 387) see appendix C, Colleague Wellbeing and Support Pages accessed via Sompar / TST intranet pages
- Managers will proactively communicate with their members of staff to ensure that any absenteeism due to domestic abuse is minimised (in line with management responsibilities under the Sickness Absence Management Policy)

4.6 The Safeguarding Service is responsible for:

- Supporting and advising colleagues and managers in line with this Policy

4.7 Human Resources is responsible for:

- Advising both managers and colleagues on the implementation of this Policy. HR will also utilise, as required, the use of the Flexible Working and Special Leave Policy in line with the Sickness Absence Management Policy, in cases where employees or their family members are affected by domestic abuse.
- Being available to provide advice relating to the management of sickness, signposting to self-help tools and further support which support managers in dealing with sickness absence and enables members of staff to remain in work and/or return to work
- Signposting colleagues to appropriate resources and support in the workplace

4.8 Colleagues are responsible for:

- Seeking appropriate support (either internally or externally)
- Ensuring their behaviour at work reflects the aims and values of the Trust and that they adhere to this Policy

5.0 PROCESS DESCRIPTION

- The Trust condemns domestic abuse and will respond sensitively and effectively to colleagues that require help and support. In responding to domestic abuse, the Trust will maintain appropriate confidentiality and respect for the rights of the colleague involved.
- The Trust will make assistance available to colleagues involved in domestic abuse. This assistance may include providing a confidential means for coming forward for help via:
 - access to Trust Domestic Abuse Coordinator via Safeguarding Service single point of contact number 0300 323 0035
 - colleagues may choose to seek initial support outside of the Trust via
 - the local domestic abuse support line number 0800 6949 999
 - Line Manager
 - Human Resources
 - Trust Employee Assistance Programme (EAP)
 - providing resource and referral information
 - enabling special considerations in the workplace for colleague safety
 - enabling work schedule adjustments or leave necessary to obtain medical housing, financial, counselling or legal assistance
 - considering workplace relocation (if available), such as in the incidence of a colleague needing to relocate to an out of County refuge for their safety.

5.1 Maternity – anti-natal / post-natal

- Pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy or after giving birth.
- Domestic abuse during pregnancy puts the mother and unborn child in danger. It increases the risk of miscarriage, infection, premature birth, and injury or death to the baby.
- It can also cause women to experience emotional and mental health problems, such as stress and anxiety, which can affect the development of the baby.
- A colleague who is pregnant (or post-natal) who is experiencing domestic abuse is encouraged to seek support via the Trust's Safeguarding Service, Line manager or HR in addition to their midwife, health visitor and GP. The Trust has a named Midwife for Safeguarding Children who sits within the Trust Safeguarding Service (0300 323 0035).

5.2 Victims and Perpetrators Working in the Same Trust

- Situations where both the victim and the alleged perpetrator work for the Trust, or where a victim of domestic abuse needs to access services at a location where the alleged perpetrator is employed, need to be handled particularly sensitively.

- Ensuring safety for the victim and any relevant colleagues in the workplace may involve the suspension or redeployment of the alleged perpetrator pending an investigation in line with the Trust's Disciplinary Policy.
- Action may also need to be taken to minimise the potential for the perpetrator to use their position or work resources to find out details about the whereabouts of the victim. This may include a change of duties for one or both employees or withdrawing the perpetrators access to certain computer programmes or offices.
- Misuse of workplace information and resources to continue abuse will be dealt with as a disciplinary offence.

5.3 Confidentiality and Privacy

- The Trust respects a colleague's right to privacy in the event they do not wish to inform the organisation that they have experienced domestic abuse.
- Colleagues who disclose experiencing abuse can be assured that the information they provide is confidential and will not be shared with other members of staff without their permission.
- As far as possible, personal information of colleagues who are experiencing domestic abuse will only be shared on a need-to-know basis, including phone numbers and details of employment within the Trust such as working hours.
- The Trust respects a colleague's right to confidentiality. However, in circumstances of child protection or the protection of vulnerable adults from abuse, the child protection and adult protection services may need to be involved (in line with the Trust Safeguarding Adults at Risk Policy and Safeguarding and Protection of Children Policy). Complete confidentiality cannot be guaranteed in these situations.
- Where a colleague has reason to believe that a child or vulnerable adult is being abused, or there is high risk domestic abuse, further guidance should be sought from the Trust Safeguarding Service in relation to their legal obligation and requirements for information sharing.

5.4 Domestic abuse and the workplace

- Possible Signs of Domestic Abuse in the Workplace / of a colleague may include
 - Poor time-keeping
 - Persistent Absence
 - Poor concentration
 - Lack of confidence
 - Lack of self-esteem
- A victim of domestic abuse may find it increasingly difficult to carry on with their day-to-day life and activities. Over time, these traits can cause further difficulties, for example disciplinary issues in the workplace, which can lead to further stress for the victim.

5.5 Safety at work

- A colleague who is the victim of domestic abuse could still be at risk whilst at work such as a partner / ex-partner turning up at work at times of potential vulnerability such as at the beginning or ending of a shift, when a colleague is entering / leaving the car park / Trust site.
- The Trust will actively provide support to colleagues to minimise the risk to their safety while at work, if they make it known to the Trust that they are experiencing domestic abuse. This support may include work schedule adjustments or workplace relocation (if available).
- If required, assess the colleague's immediate safety. Identify if the colleague has a safety plan escape plan, place of safety should conflict escalate. Urge the colleague to contact the police immediately.
- Managers responsible for public areas such as wards, reception, diagnostic departments or clinics, should develop plans for staff to follow where a perpetrator
- tries to gain access to a victim in the workplace. Reference should be made to the Violence and Aggression and Lone Workers Policy. Security issues should be developed in collaboration with the Trusts' Local Security Management Specialist.
- All security and risk management plans should put the safety of the victim and any other employees first. Where it is in the interests of the victim and other employees and is proportionate to the risks assessed, a confidential record should be made of attempts to gain access to the victim and measures taken to reduce such risks.
- Where the continued safety of the victim cannot be assured or where any such attempt involves the use or threat of violence or the use of a deception, consideration should be given to making a police report. In this context it should be noted that harassment of a person could be a criminal offence.
- Perpetrators of domestic abuse have been known to go to lengthy means to obtain new contact details of a victim who has moved on. Employees who have access to personal information e.g. address or home telephone number or internal location should never disclose this to any unidentified callers.
- Members of the public should not be able to access staff areas.
- Consideration should be given to the effect that domestic abuse may have on the relationship between a victim and their patients and how this might affect the quality of care and advice they might deliver. Where this is suspected to be an issue, managers should act sensitively and proportionately. However, in such circumstances, quality of care of the patient will be an overriding consideration.

5.6 A colleague who is a perpetrator of domestic abuse

- Domestic abuse is a serious matter that can lead to criminal convictions. A colleague who is a perpetrator of domestic abuse may be subject to disciplinary action being taken against them, up to and including dismissal (in line with the Trust Disciplinary Policy), regardless of whether the abuse occurred at work or not. This measure reflects potential risks posed to service

users and also the reputational damage that may potentially be experienced by the Trust.

- This may impact on their employment relationship as the Trust has a duty of care to protect its colleagues from all forms of bullying and harassment.
- Where Trust(s) colleagues are convicted or cautioned by the police in connection with domestic abuse, or if there is significant intelligence regarding domestic abuse relating to Trust(s) colleagues, the Trust(s) will consider the impact this may have on their employment with the Trust.
- In deciding such action the Trust will take into account the role of the colleague and whether it is necessary for Disclosure and Barring Service checks to be conducted for the continuation of their role within the Trust having regard for the nature and scale of the offence. Where appropriate the Trust will refer the colleague to their professional regulatory body.
- Failure to declare or notify the Trust(s) of any criminal conviction or any circumstances which would constitute personal misconduct, may affect an individual's employment with the Trust(s) that will lead to consideration by a disciplinary panel under the Trust's disciplinary policy.

5.7 Discrimination and reasonable support

- The Trust will not discriminate against anyone who has been subjected to domestic abuse, in terms of his or her existing employment or career development.
- The Trust does however recognise that perpetrators of domestic abuse may wish to seek help and support voluntarily. They will have access, when appropriate, to help and support in accordance with this policy.
- The Trust is aware that domestic abuse victims may have performance problems such as increased absenteeism or lower productivity as a result of domestic abuse.
- When addressing performance and safety issues, the Trust will make reasonable efforts to consider all aspects of the colleague's situation and / or safety problems in line with other Trust Policies.
- The Trust will make reasonable effort to assist a colleague experiencing domestic abuse.
- Depending on circumstances, these options may include:
 - arranging flexible work hours so that the colleague can seek protection, go to court, look for new housing, enter counselling, arrange child care, etc
 - considering job sharing options,
 - providing for a reasonable and proportionately short period of, normally, paid or unpaid leave
- Other arrangements may be made that are reasonable and prioritise the short term needs of the colleague alongside the short and medium term needs of the Trust.

5.8 Providing support for colleagues

- The Trust will provide support through its managers, Human Resources, occupational health, and Employee Assistance Programme (EAP). The manager's role in providing support is outlined above in Section 4.5.

- The Trust recognises that perpetrators of domestic abuse may wish to seek help and support voluntarily and will provide advice and signposting as appropriate (section 5.2).
- Other practical support that the Trust (managers, colleagues of victims) includes:
 - Listen, reassure and support colleagues; provide space to talk and do not pressurise the colleague to take action until they are ready to do so.
 - Ask when was the last escalated incident of conflict or violence? What happened, how does this compare to previous incidents?
 - Is the abuse getting worse are the incidents of conflict happening more frequently?
 - Is the colleague afraid, what is it that they are afraid of?

6.0 TRAINING/COMPETENCE REQUIREMENTS

- There are currently no mandatory training requirements for Domestic Abuse in either Sompar or TST, however this is covered within safeguarding adult training and safeguarding children training:
 - The Trust Safeguarding Adult Training at Level's 2 & 3
 - The Trust Safeguarding Children Training, Level 3 module (Impact of Domestic Abuse on Children)

7.0 MONITORING

This Policy will be measured against the requirements of employment legislation and the best practice expected from a modern health organisation.

This Policy will be reviewed after 3 years or earlier as appropriate.

Element of policy for monitoring	Section	Monitoring method - Information source (eg audit)/ Measure / performance standard	Item Lead	Monitoring frequency / reporting frequency and route	Arrangements for responding to shortcomings and tracking delivery of planned actions
<i>Support provision</i>	5.9	Audit relating to DA related contacts with HR and managers. Where colleagues do not seek support via the Trust, those statistics will not be known.	Named professional for safeguarding adults (NPSA) HR	Annually	Data collection for Annual IQAB report. Reporting to Joint Safeguarding Committee
<i>Awareness raising</i>	6.1	Annual audit of safeguarding adults L2 & L3 training data.	NPSA	Annually	Review training content / strategy. Report to Joint Safeguarding Committee
<i>Self-Assessment for Safer Somerset Partnership (SSP)</i>	6.1	Annual contribution to the SSP Domestic Abuse Audit	NPSA	Annually	Data Collection

8.0 REFERENCES *Ensure only current references of source literature for the document are used. List key references first, such as national guidance or legislation.*

Domestic abuse in England and Wales - Office for National Statistics, (2018) available from:
<https://www.ons.gov.uk/peoplepopulationandcommunity/.../domesticabuseinenglandand> [accessed on 20.03.19]

Human Rights Act (1998)

Equality Act (2010)

Flexible Working Policy

Special Leave Policy

Disciplinary Policy and Procedure

Supporting Absence Policy

Safeguarding and Protecting Children Policy

Safeguarding Adults at Risk Policy

Domestic Abuse Policy (patients)

Corporate Alliance Against Domestic Violence (CAADV)

Domestic Abuse in Pregnancy, NHS [online]
<https://www.nhs.uk/conditions/pregnancy-and-baby/domestic-abuse-pregnant/> [accessed 01.07.2019]

Safelives (2016) Themis report, A Cry for Health,

Walby, S. (2009), The cost of domestic violence: up-date: 2009. [available from] http://eprints.lanacs.ac.uk/88449/1/Cost_of_domestic_violence_update_4_pdf

9.0 DOCUMENT CONTROL

Document Author	Heather Sparks		
Lead Owner	Hayley Peters		
This Version	V1	Status	Final
Replaces	New policy		
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Ratification Date	28 November 2019	Where	Joint PRG
Date of issue	28 November 2019	Review date	July 2022
Applies to	All Trust Colleagues	Exclusions	n/a

Recognising domestic abuse.

Although every situation is unique, there are a number of common identifying factors that relate to the occurrence of an abusive relationship. Recognising these factors is an important step in helping to prevent and stop the abuse. The following list can be used as an aid to help you to recognise if you, someone you work with (or other person known to you) are suffering from domestic abuse. They include:

Destructive criticism and verbal abuse: shouting; mocking; accusing; name calling; verbally threatening (coercive and controlling behaviour).

Pressure tactics: sulking; threatening to withhold money, disconnecting the phone and internet, taking away or destroying your mobile, tablet or laptop, taking the car away, taking the children away; threatening to report your client to the police, social services or the mental health team unless they comply with his/her demands; threatening or attempting self-harm and suicide; withholding or pressuring your client to use drugs or other substances; telling your client that they have no choice in any decisions (coercive and controlling behaviour/ harassment).

Disrespect: persistently putting victim down in front of other people; not listening or responding when you talk; interrupting your telephone calls; taking money from your purse without asking; refusing to help with childcare or housework (psychological/emotional/financial).

Breaking trust: perpetrator could be lying to you; withholding information from you; being jealous; having other relationships; breaking promises and shared agreements (emotional/psychological).

Isolation: monitoring or blocking phone calls, e-mails and social media accounts, telling you where you can and cannot go; preventing you from seeing friends and relatives; shutting you in the house (emotional/ coercion and control/harassment).

Harassment: following; checking up on; not allowing any privacy (for example, opening mail, going through your laptop, tablet or mobile), repeatedly checking to see who has phoned; embarrassing you in public; accompanying you everywhere you go (Harassment/controlling).

Threats: making angry gestures; using physical size to intimidate; verbal aggression; destroying your possessions; breaking things; punching walls; wielding a knife or a gun; threatening to kill or harm you and/or your children; threatening to kill or harm family pets; threats of suicide (coercive and controlling/ psychological).

Sexual violence: using force, threats or intimidation to make you perform sexual acts; non-consensual sexual intercourse (rape); forcing you to look at pornographic material; constant pressure and harassment into having sex when you do not want to; forcing you to have sex with other people; any degrading treatment related to your sexuality (sexual).

Physical violence: Physical violence can consist of punching; slapping; hitting; biting; pinching; kicking; pulling hair out; pushing; shoving; burning; strangling, pinning you down, holding you by the neck, restraining (Physical).

Denial: saying the abuse doesn't happen; saying you caused the abuse; saying you wind him/her up; saying he/she can't control his/her anger; being publicly gentle and patient; crying and begging for forgiveness; saying it will never happen again.

Possible Signs of Domestic Abuse in the workplace / of a colleague

A victim of domestic abuse or violence may find it increasingly difficult to carry on with their day-to-day life and activities. Signs within the workplace that someone may be suffering from domestic abuse could include:

- Poor time-keeping
- Persistent absence
- Poor concentration
- Lack of confidence
- Lack of self-esteem

Over time, these traits can cause further difficulties, for example disciplinary issues in the work place, leading to further stress for the already suffering victim.

Of note is that colleagues may also be managing the trauma of the abuse by self-medication with alcohol or other substances.

Useful contact numbers

Local Support

Trust Safeguarding Service (Trust colleagues only) –
single point of contact 0300 323 0035
safeguarding@sompar.nhs.uk

Somerset Integrated Domestic Abuse Service (SIDAS) –
contact number 0800 6949 999
www.somersetsurvivors.org.uk

The Employee Assistance Programme (EAP) Workplace Wellness - is a free and confidential service, providing information, advice and support 24 hours a day, 365 days a year. They offer online, face-to-face and telephone support by coaching and counselling where appropriate.

As an employee, you can self-refer to the service by:

Telephone 0800 1116 387
Web - <https://my-eap.com/>

More details of EAP can be found on the Trust's Intranet page under the 'Freedom to Speak Up Guardians'

National Support

Refuge –
0808 2000 247
<http://refuge.org.uk>

National Domestic Violence Helpline –
0808 2000 247
<http://nationaldomesticviolencehelpline.org.uk>

Galop – The LGBT+ anti-violence charity
Helpline. T: 0800 999 5428
www.galop.org.uk

Employee Assistance Programme (EAP)



The Employee Assistance Programme (EAP)

Workplace Wellness is a free and confidential service, providing information, advice and support 24 hours a day, 365 days a year. They offer online, face-to-face and telephone support by coaching and counselling where appropriate.

As an employee, you can self-refer to the service by calling: **0800 1116 387**

Not only is the service available to employees, it is also available for family members.

- ✓ **24/7/365 access to telephone counsellors**
- ✓ **Manager support helpline**
- ✓ **Structured counselling: by telephone, face to face or online**
- ✓ **Telephonic career coaching**
- ✓ **Monthly well-being newsletters**
- ✓ **Legal, debt and practical life management helpline**
- ✓ **Online self-help EAP portal**

Workplace Wellness cover a wide range of topics, including the following:

- Work/career

**LIVE BETTER
FEEL BETTER
WORK BETTER**

- Housing
- Relationships
- Children
- Money
- Your Rights
- Health and Wellbeing
- Management Support
- Retirement
- Illness
- Crisis
- Trauma

Please log onto their website using the below details to find out more information: <https://my-eap.com/>