

DOMESTIC ABUSE POLICY



All reference to personnel includes both paid employees and volunteers.

Introduction

Anglia Care Trust recognises that domestic abuse is a widespread problem that cannot be ignored. It is unacceptable and we will promote the understanding that everyone has the right to live free from violence and abuse in any form and the responsibility for the violence lies with the perpetrator.

Anglia Care Trust strives to create a working environment that promotes this view and help those involved in, or experiencing, domestic abuse.

Definition –

The UK Government defines domestic abuse as:

"Any incident or pattern of incidents of controlling, coercive or 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 sexuality. This can encompass but is not limited to the following types of abuse:

- Psychological
- physical
- sexual
- financial
- emotional

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 their victim.*

*This definition, which is not a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group." (Home Office 2013).

Anglia Care Trust acknowledges that policy applies equally to men and women who need advice or support. In support of this, it is our policy that anyone who is experiencing or has experienced domestic abuse can raise the issue, in the knowledge that we will treat the matter effectively, sympathetically and confidentially.

The Policy

Providing information and promoting awareness of domestic violence

Anglia Care Trust will promote and publicise this policy and information about domestic abuse and the resources and support available for survivors and perpetrators across the organisation and in other places when and where appropriate.

Support

Anglia Care Trust will provide support to employees involved in domestic abuse whether survivors or perpetrators through supervision with line management and external supervision where appropriate. Confidentiality and safety will be prioritised.

Training

Anglia Care Trust will provide training for all line managers to raise awareness of domestic abuse and promote this policy and guidance.

Procedure

Guide for employees

Information

Anglia Care Trust will provide up to date information to all employees about domestic abuse and the support available to address it for victims and perpetrators.

Safety and Support

We will actively support employees to choose an appropriate course of action and to ensure that safety and well being in the workplace are prioritised at all times.

Anti-discrimination

Anglia Care Trust will not discriminate against anyone who has been subjected to domestic abuse, in terms of their existing employment or career development.

Guidance for Line Managers Dealing with Domestic Violence Involving Employees

We recognize that staff experiencing domestic abuse may have difficulties with their performance because of the situation they are in. We therefore look to offer the following:

Support for employees

The line manager's role is to:

- Provide a sensitive and non-judgemental approach
- Ensure that confidentiality is respected as far as possible
- Understand that the employee may not wish to approach their line manager and may prefer to involve a third party such as a colleague, or another manager
- Recognise that the employee may need some time to decide what to do and may try many different options during this process
- Discuss measures to prioritise safety in the workplace
- Be aware of what support is available and explore these options with the employee. This may address leave and time off work, financial issues & health effects.

Training for managers to identify and provide support

This will ensure that line managers can:

- Identify if an employee is experiencing difficulties
- Respond appropriately to victims and perpetrators
- Provide initial support
- Discuss safety
- Discuss options for support and refer to other agencies
- Link with Anglia Care Trust's policies on Performance Monitoring and Appraisals, Health and Safety, Confidentiality, Lone Working, Flexible Working, Disciplinary, Grievance and Capability in a supportive way.

Date of next review – October 2019