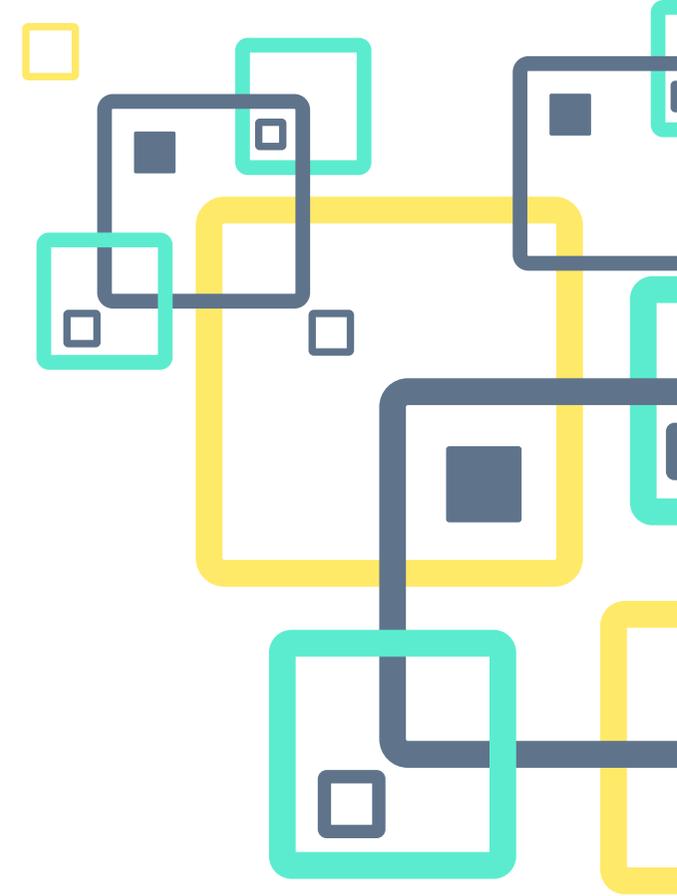


Supporting people in the workplace experiencing domestic abuse

Policy last reviewed November 2020



Our promise to you

We promise not to be bystanders but to support people from all walks of life who are experiencing domestic abuse.

We promise to make it clear to perpetrators of abuse that this behaviour will not be tolerated, and we will take action against them.

We promise to be vigilant for the recognized signs of domestic abuse in our colleagues and have the courage to explore our concerns with them privately and sensitively.

We promise to treat everyone in our Team as an individual and respond with kindness, sensitivity compassion and understanding to anyone experiencing domestic abuse.

We promise that if you speak about your situation we will only ever act with your consent unless we think your life is in danger.

We promise that you will be in control and able to tailor any help and support we provide you so that you receive the best help for you.

We promise we will not judge you, make assumptions about what you are experiencing or admonish you for any choices you make.

We promise we will treat any information you share with us in confidence.

We promise to ensure that we are all trained to respond appropriately to a disclosure or a suspicion of domestic abuse and continually grow our learning through the involvement of survivors and their lived experiences.



Your right to live free from domestic abuse

Domestic abuse is a cruel and complex societal issue.

We recognise there is no such thing as a typical victim or perpetrator and promise to listen, believe and support any member of our Team experiencing abuse, regardless of their age, gender, disability, race, religion, sexuality, and personal circumstances.

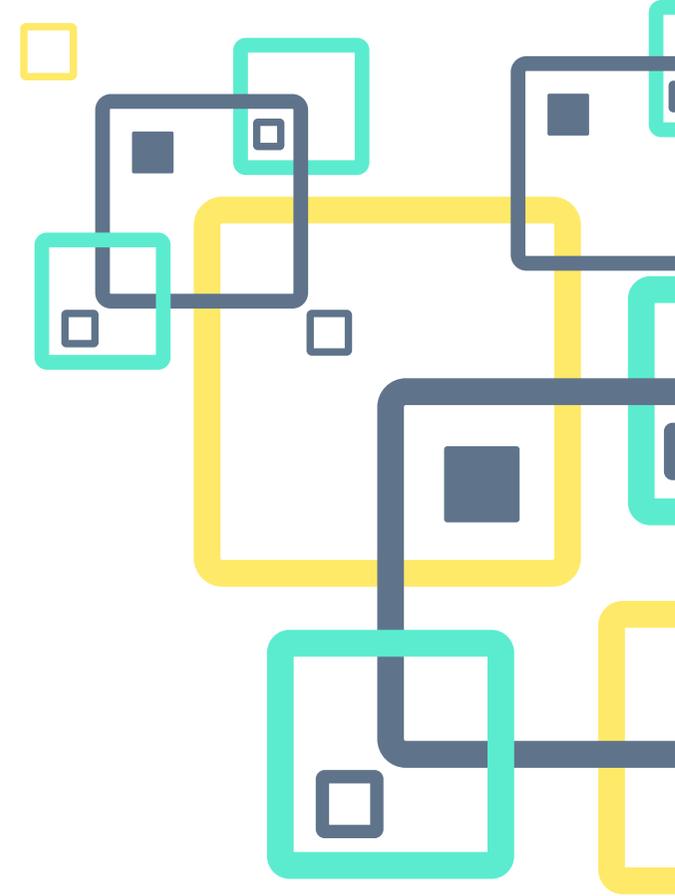
How we can help

Everyone in our Team has a dedicated Cheerleader, someone you will build a trusting relationship with who you can go to for help and support.

Your Cheerleader can help you to assess the risks and develop a safety plan, this might include a code word when calling you at home, financial support paid in cash if that helps, and the details of a trusted family member we can call if we are worried about you.

Your Cheerleader can help you identify adjustments to your work and deadlines so that you can attend health or court appointments. They can speak on your behalf with Colleagues or your Delivery Manager if that helps.

You can agree somewhere safe either in work or with someone trusted from work to store your important documents, like your passport and driving license.



Definition:

In legislation domestic abuse is defined 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. It can encompass but is not limited to the following types of abuse: psychological; physical; sexual; financial; emotional.

How we can help (continued...)

You can utilise our Anywhere Anytime Working Policy to work your hours flexibly and in the best location for your circumstances and commitments.

You can utilise our Special leave policy to take up to 5 days a year paid time off for urgent domestic crises or emergencies.

You can request 10 days of paid leave if you (and your children) need to flee your home or access a refuge.

You can apply for financial support up in the form of an advance of salary, a grant up to the value of £500 or a workplace loan up to the value of £5000 to help you set up a new home.

You can access 24 hour telephone or face to face counselling support and other information pages through our Employee Assistance Programme provided by Care First.

We can arrange for your telephone calls to be diverted or screened in order to protect you from abuse.

We can record any incidents of abuse in the workplace including telephone calls, emails or visits from an abuser.

We can ensure you do not work in the Office alone.

We will use our knowledge of public services to help signpost you to our contacts in the community such as other support services and support groups for additional help.

As an organisation, we will raise awareness of domestic abuse and its causes and consequences by engaging staff in annual activities and sharing our learning.



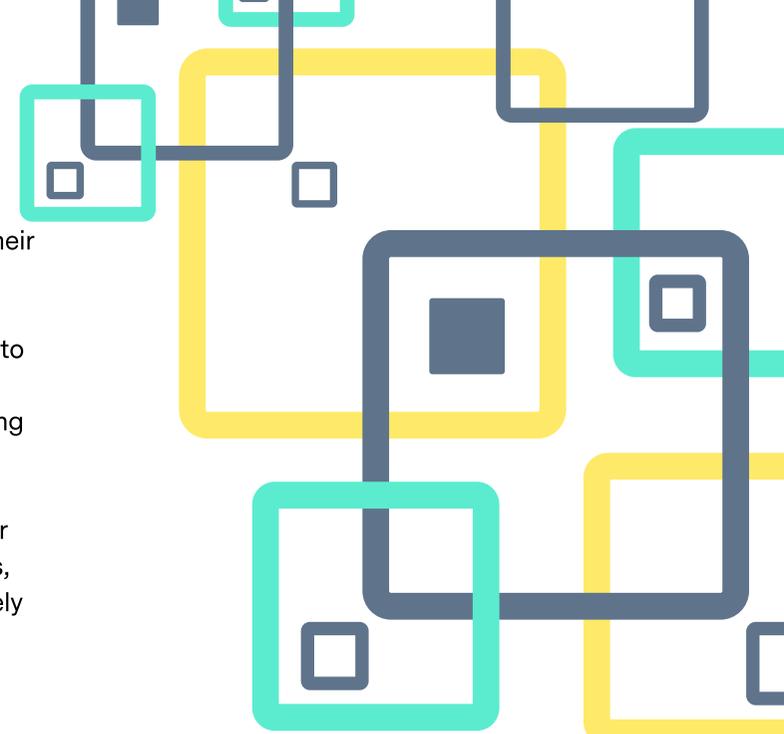
Lived Experiences

Survivors have told us how important access to financial support can be in breaking away from their situation.

They highlighted how vital it is for the workplace to be a shame free place, where people feel able to discuss issues which where education and training for all staff is crucial.

They told us that they had to use so much of their annual leave allowance for medical appointments, therapy sessions or court hearings, they had barely any quality time to spend with their children just enjoying a holiday or having time to recover.

Survivors valued their workplace as somewhere safe to go, somewhere to store important documents and somewhere to access counselling support.



Helpful external links
For more information and support you can contact these organisations:

Live fear free:

<https://gov.wales/live-fear-free>

Welsh Women's Aid

<https://www.welshwomensaid.org.uk/>

Dyn Wales

<https://www.dynwales.org/links/>

Bawso

<https://bawso.org.uk/>

Challenging abusive behaviours.

We recognise that any one of us may be affected by domestic abuse.

This could be as a survivor, as someone experiencing this now, or in the past; an individual who is concerned about someone close to them experiencing domestic abuse or as an individual who perpetrates any form of domestic abuse.

As an organisation, we have Workplace Champions for this issue to provide specialist advice to Cheerleaders and to the Senior Management Team in terms of current thinking in relation to furthering the eradication of domestic violence in society.



Some of the warning signs

Changes in behaviour: e.g. Becoming very quiet, anxious, frightened, tearful, aggressive, distracted, or depressed.

Being isolated from colleagues and/or seems isolated from family and friends.

Obsession with leaving work on time or spending an increased number of hours at work for no apparent reason.

Expressing worry about leaving children at home

Partner or ex-partner stalking the workplace, frequently visiting the workplace or stalking on social media.

Partner or ex-partner exerting unusual amount of control or demands over work schedule.

Visible bruising or single or repeated injury with unlikely explanations.

Change in the pattern or amount of makeup used.

Reduced quality and quantity of work: - Missing deadlines, a drop in usual performance standards.

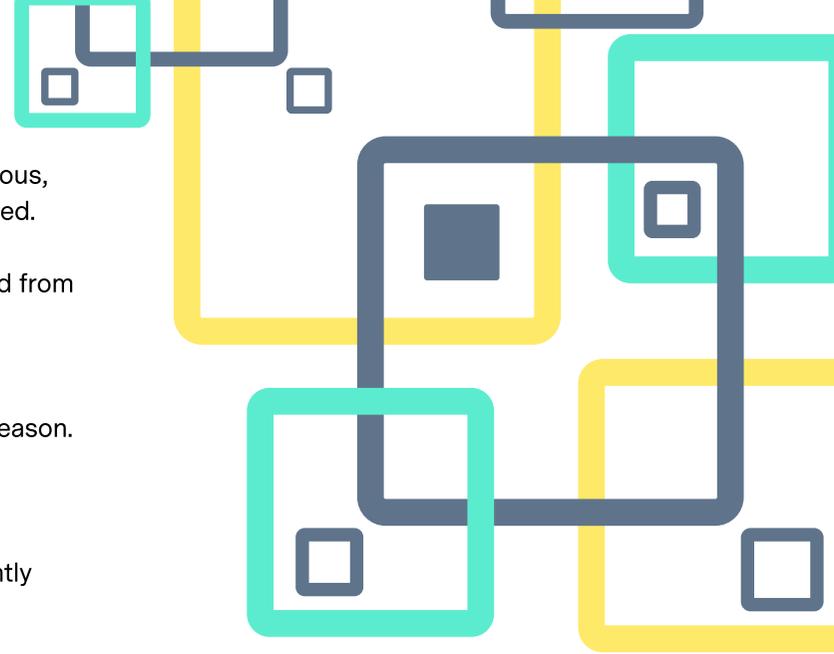
Change in communication such as a large number of personal calls/texts, avoiding calls, a strong reaction to calls/texts /emails.

Needing regular time off for appointments.

Secretive regarding home life.

Turning the camera off in online meetings.

Refusal to join video meetings.



Your Workplace Champions are:

Sophie Howe-
Sophie.howe@futuregenerations.wales

Petranka Malcheva-
Petranka.Malcheva@futuregenerations.wales

Some important facts

An estimated 2.4 million adults aged 16 to 74 experienced domestic abuse in the year ending March 2019, two-thirds of whom were women.

The majority of domestic homicide victims are most often women, killed by men. However, men also experience domestic abuse and domestic abuse occurs in same-sex relationships.

Disabled women are almost twice as likely as non-disabled women to be affected by domestic abuse, and some ethnic minority groups are also more at risk.

Furthermore, evidence suggests that transgender people may be at particularly high risk of domestic abuse.

