



DOMESTIC ABUSE POLICY

Policy Statement

*Barrow Borough Council in partnership with Women's Community Matters
has adopted a Business Domestic Abuse Policy*

Introduction

It is important to recognise that Domestic Abuse is a widespread problem that cannot be ignored. It is unacceptable and Barrow Borough Council 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.

Barrow Borough Council shall strive to create a working environment which promotes this view and help those involved in, or experiencing, Domestic Abuse.

Definition

For the purpose of this Policy Domestic Abuse is defined as -

“Any incident or pattern of incidents of controlling, coercive, threatening behavior, violence or abuse between those aged 16 or over who are, or have been, intimate partners of family members regardless of gender or sexuality”.

The abuse can encompass, but is not limited to:

- Psychological
- Physical
- Sexual
- Financial
- Emotional
- Coercive control
- Harassment

Barrow Borough Council acknowledges that while it is mainly women who experience Domestic Abuse this policy applies equally to men who need advice or support.

In support of this policy 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 confidentiality.

This policy applies to all Barrow Borough Council employees.

THE POLICY

Providing Information and promoting awareness of Domestic Abuse

Barrow Borough Council will promote and publicise this policy and information about Domestic Abuse and the resources and support available for survivors and perpetrators across the Service and in other places when and where appropriate.

Support

Barrow Borough Council will provide support to employees and volunteers involved in Domestic Abuse through our employees. Confidentiality and safety will be prioritised.

Training

Barrow Borough Council will provide training for all staff at an appropriate level to raise awareness of Domestic Abuse and promote this policy and guidance. This will enable all employees and volunteers where appropriate to be up to date with any new legislation.

PROCEDURE

Guide for employees

Information

Barrow Borough Council 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

Barrow Borough Council will actively support employees and volunteers who experience Domestic Abuse.

Training

Barrow Borough Council will provide training to identify and support employees and volunteers who experience Domestic Abuse.

Anti-discrimination

Barrow Borough Council will not discriminate against anyone who has been subjected to Domestic Abuse, in terms of their existing employment or career development.

Guidance for Staff for Dealing with Domestic Abuse Involving Employees

Barrow Borough Council recognises that staff experiencing Domestic Abuse may have difficulties with their performance because of Domestic Abuse.

SUPPORT FOR EMPLOYEES AND VOLUNTEERS

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
- 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, time off work, financial issues and health effects.

Training for managers to identify and provide support

This will ensure that the Manager can:

- Identify if an employee is experiencing difficulties
- Respond appropriately to victims
- Provide initial support
- Discuss safety
- Discuss options for support and refer to other agencies
- Link support with Barrow Borough Council’s Policies and procedures

SERVICE PROVISION

Barrow Borough Council engages with many women and through partnership working with some men, who may disclose Domestic Abuse. Barrow Borough Council acknowledges its responsibility to ensure that those individuals who are experiencing Domestic Abuse are provided with the advice and support they need, referring to in house or other local services as appropriate.

Barrow Borough Council will work to influence local service planning to promote adequate Domestic Abuse services for women and children where there are gaps in this provision.

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