

DOMESTIC ABUSE SUPPORTING EMPLOYEES POLICY

1. RECOMMENDATIONS

- 1.1 That the HR Committee support the proposed policy and the guidance notes put forward.

2. INTRODUCTION

- 2.1 The council takes Domestic abuse very seriously and wants to support its' employees in this regard.

3. BACKGROUND

- 3.1 Discussions have already taken place with the unions with a view to agreeing a council policy through the Employee Side Liaison Panel.
- 3.2 The Hampshire Domestic Abuse Partnership have produced a template of a staff DA Policy and guidelines that can be adapted by partners to fit their structure to ensure good practice and a co-ordinated approach across Hampshire.
- 3.3 NFDC have been a member of this working group and have contributed to the discussions.

4. ISSUES FOR CONSIDERATION

- 4.1 Domestic abuse has risen quite dramatically during the pandemic. Many news stories cover this increase and Womens Aid has openly stated that there is an increased risk of harm and isolation during the pandemic. Further information can be found on this link. <https://commonslibrary.parliament.uk/domestic-abuse-and-covid-19-a-year-into-the-pandemic>.
- 4.2 To support the Policy itself (Appendix 1), a guide to supporting Employees dealing with Domestic Abuse has been produced (Appendix 2) and Appendix 3 is a Workplace Support Checklist which may be used once an employee has confided in a manager.
- 4.3 The policy commits to the Council providing access to an internally designated SPOC (Single Point of Contact) for Domestic Abuse. The Council's nominated SPOC is part of the Councils safeguarding team. Full contact details are available on Forestnet.

5. FINANCIAL IMPLICATIONS

- 5.1 No direct financial implications

6. CRIME & DISORDER IMPLICATIONS

- 6.1 Domestic Abuse is a crime. Support will be given to both victims and perpetrators. There will be times when appropriate authorities will need to be informed.

7. ENVIRONMENTAL IMPLICATIONS

- 7.1 None

8. EQUALITY & DIVERSITY IMPLICATIONS

8.1 The policy will apply equally to all staff.

9. DATA PROTECTION IMPLICATIONS

9.1 The data provided by an employee will be treated in the strictest confidence. Employees must be advised as to where the information will be kept and who will have access to it. Using the Sharepoint system to keep documents secure will ensure that access is restricted.

10.0 EMT COMMENTS

10.1 EMT were fully supportive of agreeing a policy with the unions and having it formally adopted through HR Ctte.

11.0 EMPLOYEE SIDE COMMENTS

11.1 Employee Side were fully supportive.

For further information contact:

Nikki Swift
Community Safety Manager
Nikki.swift@nfdc.gov.uk

Heleana Aylett
Service Manager - HR
023 8028 5662
Heleana.aylett@nfdc.gov.uk

Background Papers:

Domestic Abuse Policy – Appendix 1

Guide to Supporting Employees –
Appendix 2

Workplace Support Checklist – Appendix 3