

## HR Committee – 8 January 2026

### Review of the Guide to Supporting Employees experiencing Domestic Abuse

Purpose	For Review
Classification	Public
Executive Summary	This Guide is not part of the formal Domestic Abuse policy. Instead, it provides additional information to help the practical day to day application of the policy. The review seeks to include a number of small changes and improvements to the existing guide, including the option to seek help and support from our LGBT+ community.
<b>Recommendation(s)</b>	<b>1. That HR Committee support the revised Guide to Supporting Employees experiencing Domestic Abuse policy.</b>
Reasons for recommendation(s)	The guide supports the Council's ambition to be an Employer of Choice.
Ward(s)	All
Portfolio Holder(s)	Cllr Jill Cleary – Leader of the Council
Strategic Director	Alan Bethune – Strategic Director Corporate Services and S151.
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#### Introduction and Background

1. The council has in place a separate Domestic Abuse Policy which is produced and updated by the Safeguarding Team.
2. This guide is focused on the steps that can be taken to supporting any employee that is experiencing Domestic Abuse. It is not new, but

it is due for renewal and now includes several updates to ensure it remains fit for purpose.

### **Changes and Improvements Made**

3. Overall, the guide has been updated to take account of our new behaviours at work.
4. The option has been put forward to speak to another manager rather than your own if that is more comfortable.
5. The option of speaking to a member of the LGBT+ support group has also now been included.
6. The need to complete a risk assessment of the perpetrator is now included.

### **Corporate Plan Priorities**

7. The Domestic Abuse Policy and the Guide for Supporting Employees Experiencing Domestic abuse both support the Councils ambition to be an Employer of Choice.

### **Options appraisal**

8. Not applicable.

### **Consultation undertaken**

9. The updated guide has been shared with both the EDI group and the LGBT+ group for their comment.

### **Financial and resource implications**

10. None arising from the report. However, it should be noted that the Domestic Abuse (Safe Leave) Bill is having its second reading in Parliament. If passed it will introduce a statutory right to 10 days paid leave for employees affected by domestic abuse.

### **Legal implications**

11. None arising from this report.

### **Equalities implications**

12. The guide is aimed at supporting all employees who are experiencing Domestic Abuse.
13. By adding in the option to talk to a member of the LGBT+ support network we are aiming to make this an even more inclusive guide.

## **Crime and disorder implications**

14. None

## **Data protection / Information governance / ICT implications**

15. None

### **Appendices:**

Appendix 1 – Guide to supporting employees experiencing domestic abuse.

### **Background Papers:**

None