



Guide to Supporting Employees Experiencing Domestic Abuse

Human Resources

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Introduction

How to use this document

This document is not part of the formal policy. Instead, it provides additional information to help the practical day to day application of the policy.

It is expected that you will have read and have an understanding of the Domestic Abuse (DA) Policy prior to using this guide.

Roles and responsibilities

Employees are responsible for:

- advising the supporting manager either directly or through a colleague or union representative where appropriate of any **concerns**, potential dangers, risks or domestic abuse they are experiencing (if they are aware this is happening). It should be noted however that victims of domestic abuse can often be unaware of the gravity of their situation or the dangers, risks and abuse they are experiencing.

Managers are responsible for:

- ensuring the safety of your staff while at work
- meeting with the employee to discuss the support available (following guidance from DA SPOC/HR Advisor)
- completing relevant checklists
- considering adjustments and deciding together with the employee and HR Advisor how to implement either temporary or permanent changes.
- maintaining appropriate standards of confidentiality
- keeping accurate records of domestic abuse concerns
- knowing about and signposting the employee to further support agencies if required (managers should not try to solve people's problems or act as counsellors, as they are not trained professionals in this area).
- Making it clear that abusive behaviour is the responsibility of the perpetrator and misconduct inside and outside of work is viewed seriously – and can lead to disciplinary action.

All Staff are responsible for:

- raising to a manager if they have concerns about the safety of a colleague
- being empathetic and supportive if a colleague advises that they are experiencing domestic abuse

The HR Advisor who is supporting the manager will assist by:

- advising on policy application
- supporting with case management
- Note: HR does not perform a decision-making role.

The trade union representative or work colleague is responsible for:

- supporting their member/colleague including offering legal advice if appropriate, acting as a spokesperson for the member as required and liaising directly with the employer over matters relating to the application of this policy
- signposting their member to further support agencies

Overview

Domestic abuse occurs across society, regardless of age, gender, race, religious belief, sexuality, disability, wealth, level of education and geography. It has extreme consequences for victims across a whole range of outcomes, including physical and mental health, alcohol abuse, homelessness and in extreme cases, murder.

Domestic abuse is likely to impact on the workplace. It can affect the morale, health, wellbeing and self-confidence of an employee, which in turn can impact on their performance at work.

New Forest District Council recognises the devastating effect domestic abuse has on those experiencing it, their families, and the wider community. The policy and guidance demonstrate the commitment of the Council to support employees in making positive changes and to provide a safe and positive working environment.

The Council is committed to ensuring that any employee who experiences domestic abuse can raise the issue at work, without fear of stigma or victimisation, and will receive appropriate support and assistance.

Definition

The **Domestic Abuse Act 2021** definition of domestic violence and abuse is:

Behaviour of a person towards another person is “domestic abuse” if:

- a) persons are each aged 16 or over and are personally connected to each other (i.e. partner, family relation or previous partner), and
- b) the behaviour is abusive.

Behaviour is “abusive” if it consists of any of the following:

- a) physical or sexual abuse;
- b) violent or threatening behaviour;
- c) controlling or coercive behaviour;
- d) economic abuse
- e) psychological, emotional or other abuse;

and it does not matter whether the behaviour consists of a single incident or a course of conduct.

Controlling behaviour: 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: 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.

Research shows that in most cases it is women who experience domestic abuse perpetrated by men, for example male partners or ex-partners, brothers, fathers or sons. However, men, trans, gender fluid and non-binary people also experience domestic abuse. Domestic abuse can happen in **all** relationships, and as such the Council's policy applies equally to all groups. It also applies where domestic abuse occurs between generations in a family.

Domestic abuse can take many forms such as physical assault, bullying, coercion, controlling behaviour, sexual abuse, rape, gaslighting and threats. In addition, it may include destructive criticism, pressure tactics, disrespect, breaking trust, isolation and harassment.

The effects of domestic abuse

An employee who is experiencing domestic abuse may not feel able to tell their manager or colleagues. Managers may therefore first become aware of the problem when the employee's behaviour at work starts to change. This could include:

- Uncharacteristically depressed, anxious, distracted, lacking in concentration, self-confidence or self-esteem
- Changes in the quality of work for no apparent reason

- Receiving repeated upsetting telephone calls/faxes/emails
- Increased absenteeism or lateness and/or with unusual explanations
- Repeatedly requiring time off for appointments
- Excessive clothing
- Repeated injuries or unexplained bruising
- Accident prone
- Unusual use of alcohol or other substances
- Obsession with time
- Avoiding lunch breaks or socialising outside work
- Nervous on arrival and when leaving work
- Reluctance to leave work at the end of the working day
- Isolating themselves at work

As with any performance issue at work it is important that the problem is identified as soon as possible, and the appropriate help offered. This will likely mean that the employee is able to be supported and deal with the problem more effectively, and that performance at work will be less affected.

Guidance for employees who wish to report or disclose domestic abuse

If you are experiencing domestic abuse, the Council wants to help you and understands that talking to someone at work may feel extremely difficult and daunting, however, wants to reassure you that you will be listened to and supported.

New Forest District Council aims to offer an open, sensitive, supportive and non-judgemental environment, in which you are encouraged to raise issues of domestic abuse with whoever you feel most comfortable and safe talking to. This may be your manager, service manager or another suitable manager within your department. Managers will do all they can to support you by providing access to sources of support including specialist domestic abuse support services, and in particular contacting NFDC Single Point of Contact (SPOC) for DA or another member of the Safeguarding Team.

Depending on your circumstances you may prefer to speak to a member of the LGBT+ steering group to discuss your concerns. This may help if you are worried about discussing domestic abuse in an LGBT+ context.

There are lots of things that that can be done to help support you and keep you safe, and your manager will explore these options with you, agreeing any action together, so that you are in control of your situation. It should be recognised that every individual's circumstances and needs will be different.

Supporting an employee experiencing domestic abuse

Opening the conversation

The aim of starting a conversation in this area is to be supportive to employees rather than to encourage disclosure. Many people dealing with domestic abuse will never feel comfortable disclosing it to their employer.

If a manager suspects that an employee is experiencing domestic abuse, they should facilitate a conversation to discuss the issue on a general level and contact the Council's SPOC for DA, part of the Safeguarding Team where an agreed pathway can be agreed. Begin by asking indirect questions, to establish an empathetic relationship with the employee. Be patient, offering support to encourage disclosure.

Below are some examples of questions and prompts that could be used:

- ❑ How are you doing at the moment?
- ❑ Your wellbeing is important to me and I've noticed that you seem distracted/ upset at the moment – are you ok?
- ❑ If there's anything you'd like to talk to me about at any time I'm always here to support you
- ❑ Is everything all right at home?
- ❑ You don't have to tell me anything, but please know that I would like to support you if and when you feel ready.
- ❑ What support do you think might help? What would you like to happen? How?

Avoid blaming the person experiencing domestic abuse. It is important that managers are able to provide a non-judgemental and supportive environment. Respecting the employee's boundaries and privacy is essential. It is also important to work on the basis of believing the employee so that they feel supported.

The role of a manager is not to deal with the abuse itself but to make it clear through the Domestic Abuse Policy and guidance that employees will be supported and to outline what help is available.

Dealing with disclosures

If an employee discloses that they are experiencing domestic abuse, it can be challenging for the manager/colleague too, each case will be different as will the level of support required.

Reassure them that the information they have shared will be treated in the strictest confidence. Should further guidance be required, speak to the Council's DA SPOC, or another member of the Safeguarding Team which can be done without disclosing employees' details. Consider what steps might be necessary to ensure they remain safe, including the workplace; in case a perpetrator suspects they may have reported the abuse. The employee may be in most danger at the end of the relationship. It is important to remember that the impact of domestic abuse can be long term. Employers should be aware that court processes can take several years, and that abuse may continue long after the relationship has ended which means that the journey of recovery can take time.

An employee may step forward to raise concerns about a colleague who they suspect is experiencing domestic abuse. Supportive and empathetic **employees and co-workers** can assist an affected colleague in gaining confidence to tackle and report the problems that they might experience. Local trade union representatives can also help in this regard. If employees have any concerns about co-workers, especially around their safety, they should speak to their line manager.

If an employee confides in you that they are experiencing domestic abuse you should adopt a sensitive and non-judgemental approach:

- **Safety is paramount.** An employee's safety and any dependant persons must be considered. To seek further guidance, liaise with the DA SPOC or another member of the Safeguarding Team or a member of the HR Advisory Team.
- **Actively listen** to the employee and believe what they tell you. Tell them you believe them. Have an open posture.
- **Do not be judgemental.** Use positive language such as "thank you for sharing" and it is really important that you reiterate that "I believe you". Avoid language that indicates blame or fault ("Why don't you leave?" / "How can you let this happen?" / "Why haven't you told anyone before?").
- **Be patient**, allow plenty of **time** and space for them to speak. Be prepared for them to be upset and tearful and be compassionate. Let the **employee take the lead** in what they want to talk about and what they think the problem is.
- **Acknowledge the courage** of the employee and how difficult it must be to talk.
- **Ensure that discussions with the employee take place in private and that as far as possible you respect their wishes** (see section confidentiality for further guidance). Suggest that you go somewhere quiet and comfortable, away from the office/desk if possible.
Understand that the employee may wish someone else to be with them when they talk to you. This could include for example a friend, trade union representative, work colleague or HR representative.
- **Ask the employee** if there are any specific support measures they may wish to explore. Discuss the different ways that the Council's policies or benefits may support the employee and/or provide a list of external agencies who may be able to provide additional or different support.

- As a guide for managers, any **information should only be disclosed to anyone else if it is absolutely necessary** in providing help and support and with the prior agreement of the person who has disclosed. Exceptions to that are if the manager believes there is an imminent threat to life, harm of children, or threat against the employer. At that point, an employer should contact the police and follow their advice on next steps.
- If appropriate, **offer the option of speaking to another manager** who may be more appropriate, such as a manager of the same sex or ethnicity as the employee experiencing domestic abuse.
- **Explain to the employee the importance of keeping their manager informed.** This is because there may be health and safety issues which need to be addressed, and there may also be implications for the employee's performance at work which the line manager needs to be aware of.
- **Consider** any issues relating to the ethnicity, culture, religion, age, gender, sexual orientation, gender identity or disability of the employee.
- **Recognise** that men are far less likely to disclose sexual abuse due to surrounding stigmas.
- It is important to note that managers are not expected to act as counsellors or advisers so **inform the employee about local domestic abuse support services, including the police.** This information can be found in the Resources section below. Managers can contact the Hampshire Domestic Abuse Advice Line for information or provide the employee with the contact details. All employees can contact the **Hampshire Domestic Abuse Advice Line** directly for discreet and confidential support and advice to meet their support needs.

Telephone: 03300 165 112

Email: advice@stopdomesticabuse.uk

Website:

<https://www.hants.gov.uk/socialcareandhealth/domesticabuse>

- **Provide information about the Employee Support Line** access to free, confidential and impartial Employee Support:

To Access your EAP

- Online: www.my-eap.com Login: newforestwell
Tel: 0800 1116 387
From Abroad: +44 845 330 5132
For Manager Support: 0800 1116 385 (9am - 6pm Mon- Fri)
- **Let the employee make their own decisions** - They may need some time to come to terms with what has happened and to decide what to do.
- **As the support needed may change over time** as the employee's circumstances change, managers should regularly check the support in place and where necessary, liaise with SPOC, another member of the Safeguarding Team/HR Advisors.
- Ask the employee about the **best way to keep in contact with them**, for example which communication methods are private and which they have easy access to.

Confidentiality

Any breach of confidentiality could have serious consequences for the safety of the employee concerned. Information will only be shared with others where necessary to do so. The employee should be told who will be informed, and why.

The dangers associated with breaches of confidentiality in domestic and sexual violence cases can be extreme. Be aware perpetrators of domestic abuse have been known to go to great lengths to obtain information on the whereabouts and movements of an ex-partner, this may include impersonating an appropriate person such as a Social Worker or a Police Officer.

Where there is significant concern for the employee's safety or concern that a child or vulnerable adult is suffering, or likely to suffer significant harm, information must be passed on. It is preferable to obtain the employee's consent to do this, however, if they will not give consent, the relevant social care team **must** still be informed. The Children's Services and Adults' Health and Care Departments have specific guidance on safeguarding issues and have safeguarding teams in place who are able to deal with such concerns.

The need to share information in relation to the safeguarding and protection of children or vulnerable adults overrides data protection and confidentiality obligations. If you are unsure please speak to a member of the HR Advisory team.

The Council has a duty to ensure a safe working environment for all our employees. When a manager is made aware of domestic abuse, they should discuss with the employee whether there is any risk to the employee or to their colleagues whilst at work. If it is agreed that there could be a risk, the manager should seek advice in carrying out a risk assessment and taking action to minimise the risks in the workplace. This could include such measures as additional security measures at the entrance to the building or interception of telephone calls. If the alleged perpetrator presents a threat to the employee whilst at work, it may be advisable to inform the employee's colleagues. Careful consideration should however be given to this and the matter fully discussed with the employee concerned to agree what will be said and to whom.

Colleagues **must** be told that this information is confidential and that any breach of confidentiality may lead to disciplinary action up to and including dismissal.

Employee contact details

Ensure that you have up to date contact information for the employee.

Ask the employee to supply you with an up-to-date emergency contact number for a trusted friend or family member. Remind the employee to update the HRHub details with alternative next of kin details and bank details where their salary is paid if appropriate.

Documents to complete

Managers should determine whether to complete the **Domestic Abuse Workplace Support Checklist** which will help inform safety in the workplace. If you are unsure, please speak to a member of the HR Advisory Team or a member of the Safeguarding Team.

With permission of the employee, Managers should refer to the local Domestic Abuse Service who can complete the Safelives Domestic Abuse, Stalking and Honour Based Violence (DASH) risk indicator checklist:

<https://safelives.org.uk/node/516>. This is the recommended risk assessment tool for establishing risk specifically to do with domestic abuse. Risk is not static: as circumstances change so do risk levels and the risk assessment may need to be revisited. Employees should be encouraged to access this support and then share risk planning.

Assisting an employee experiencing domestic abuse

The following arrangements are available to assist employees experiencing domestic abuse. Please also refer to the Resources section of this document and links to additional checklists and information.

Time off for appointments

An employee experiencing domestic abuse may need time off work to attend appointments or facilitate practical arrangements. The following list provides examples; however, this list is not exhaustive:

- arrange appointments with support agencies during their normal working day.
- arranging appointments with solicitors
- attend court or hearings as a witness in either the civil or criminal court if they have been called under a subpoena or a witness summons.
- attend court to seek an injunction or court order in cases of violence or harassment.
- attending mediation
- viewing properties/ arrange rehousing.
- meeting teachers at school
- talking to their bank
- getting advice from domestic abuse organisations or other support agencies.

Any such requests should be treated sympathetically. Time off for these appointments should be booked under the councils compassionate leave policy and would be granted as paid time off.

Flexibility

Flexible working hours may be appropriate to enable employee's (or their children) to attend health appointments resulting from the abuse, such as seeing a counsellor. This may be needed for some time after the abuse has stopped.

Consideration should be given as to whether the time off could be made up at another time.

Compassionate leave

Compassionate leave may be used for domestic abuse issues. Full details are available in the **Compassionate and Bereavement Leave** policy.

Unpaid leave

A period of unpaid leave may be more appropriate. This would be at the managers' discretion. Employees wishing to use this option should discuss their needs with the manager.

Sickness absence

Absence relating to domestic abuse could be considered as extenuating circumstances. Employees may phone in and record themselves as sick and unable to attend work. In some cases of longer absence this may be covered by a GP's certificate.

Time off for Dependents

Where an emergency situation arises, which involves a dependent it may be appropriate for a day or half day to be taken at short notice to deal with the situation. Details are in the **Support Leave Policy**.

Adjustments to an employee's role

With the agreement of both the line manager and the employee concerned and according to the needs of the service, temporary or permanent adjustments can be put in place to assist them in managing their situation. Examples of adjustments may include changes to work patterns or workload, the number or pattern of hours worked, or changes to the duties carried out.

Managing flexible working requests

You should explore the support measures available with the employee, including a temporary change in hours or working arrangements. Offering temporary or permanent changes in work base, working times and/or work patterns can help the employee feel less at risk at work and on their journeys to and from work. Adjustments could include changes to the office layout to ensure the employee is not visible from reception points, ground floor windows or working in a different location particularly if the employee is at risk of violence from a partner whilst at work.

Such changes should be managed using either the flexible working policy set out in the **Flexible working policy** or by the employee requesting a change under the WorkSmart policy.

Referral to Occupational Health

Where a manager has a concern about an employee's health and the possible impact on their work or attendance at work, they should contact HR Advisory for support in arranging an Occupational Health referral. Occupational Health can provide general advice on the employee's health situation and help determine whether a referral is required. An individual does not need to be absent from work for a referral to be appropriate.

Practical considerations for the work environment

Where practical, offer changes in specific duties, such as not expecting the employee to answer telephones or sit on reception. If the employee normally works with clients who are subject to domestic abuse, it may be necessary to consider a reallocation of cases for a period of time.

Risk assessment considerations

In considering risks and how to support the employee you should consider the following:

- To move the employee out of public view, ensuring that they are not visible from reception points or ground floor windows.
- Ensure that the employee does not work alone or in an isolated area.
- Check that the employee has arrangements for getting safely to and from home, for example review parking arrangements and consider the employee's safety in returning to their car.

How to respond if the abuser contacts the workplace

Agree with the employee what to tell colleagues and how they should respond if the abuser telephones or visits the workplace.

If the abuser has an employees' work email and telephone details, consider diverting their phone calls and emails to help shield them from their abuser.

If the abuser is known to come to the workplace, discuss with the relevant Manager for Customer Services. It may be appropriate to provide a photograph of the abuser to reception and site officers.

Recording information

Keep a detailed and accurate record, dated and signed, of any disclosures of domestic abuse, whether or not they occurred in the workplace including persistent telephone calls, emails, or visits to the employee.

You must also record any disclosures of abuse that occur in the workplace, including persistent phone calls, emails or visits to an employee by the perpetrator. Details of any witnesses to these incidents should also be noted.

Explain the need to document discussions. Explain that, as employers there is a duty of care for the health, safety and wellbeing of employees.

This information will be kept in Sharepoint. A dedicated Case Management file will be created by the HR Advisory team. Access can be given to the employee and whoever they have chosen to confide in. The employee should be aware that the HR Advisory team will also have access to the information. Benefits of using SharePoint are:

- It doesn't have to be the manager who has access.
- If the employee feels they no longer need or want support the access to the other person can be removed.
- If an employee changes job role and wants a different person as their nominated contact we can remove the original contact and add the new one.

It remains the responsibility of the nominated person to ensure that any updated notes or documents are passed to HR for Sharepoint.

Much of the information above that can be discussed or actioned with an employee has been produced in checklist **Domestic Abuse Workplace Support Checklist** to help with having and recording these conversations and making relevant plans.

Managing and recognising abusive behaviour (Perpetrator)

The Council has a duty of care to support employees dealing with domestic abuse and wishes to encourage perpetrators of domestic abuse to seek support and help from an appropriate source. A key aspect of doing so is to be proactive about dealing with any employees who use abusive behaviours.

This information may come in a variety of ways, including:

Self-disclosure.

This may be prompted by a crisis, such as a particularly serious assault, arrest or ultimatum from the abused partner.

Indirect disclosure.

This could be:

- A direct allegation shared with the employer by the person experiencing abuse
- An allegation by a family member, friend or colleague
- Notification by the police or through a DBS check
- The employee needs time off to attend court

Managers should also be aware of indicators that an employee may be using abusive behaviours.

These can include:

- Negative comments made by the abuser about a partner (and women/men in general)
- Jealousy or possessiveness
- Expressing anger and blaming their partner for issues
- Constant text messaging or telephoning a partner

- Repeated injuries (scratches, bite marks, bruised knuckles, injuries to wrists and forearms, which could be the consequence of their partner defending themselves)

There may be any number of reasons for this behaviour. However, managers who suspect that domestic abuse may be an issue should have the confidence to discuss this with the employee. When doing so, they should ensure that their own safety is not compromised. For example, they may take another colleague with them or meet in a public place.

Below are some examples of questions and prompts that could be used:

How are you doing at the moment?

- Your wellbeing is important to me and I've noticed that you seem distracted / upset / angry at the moment – are you ok?
- If there's anything you'd like to talk to me about at any time I'm always here to support you
- Is everything all right at home?
- You don't have to tell me anything, but please know that I would like to support you if and when you feel ready.
- What support do you think might help? What would you like to happen? How?

The impact of the perpetrator on other employees

It is important to remember that it may not be possible to assess whether someone is a perpetrator based solely on their outward behaviour. Many perpetrators conceal their abuse by behaving pleasantly to most people.

Consider what potential impact the perpetrator's behaviour may have on other employees. Care must be taken at all times with regard to the disclosure of information to the perpetrator. For example, information about where employees are, how they can be contacted or when they are going home.

Where a perpetrator makes a disclosure of committing domestic abuse, a risk assessment must be completed, taking into account: The nature of the disclosure;

- Job role – the impact of the employee’s actions on their duties and responsibilities;
- Any safeguarding issues that arise;
- The employee’s work location;
- The impact on the victim or his/her dependants; and
- Whether the employee has voluntarily sought help to deal with the issue

Steps must be taken to mitigate further risks to those being abused and other employees. These may include reassigning duties/ roles and restricting the perpetrator’s access to information about the person they are targeting (including computer programmes). Some actions may require co-ordination between the managers of the perpetrator and of the person they are abusing, where necessary legal advice should be sought.

Sometimes the person experiencing abuse and the perpetrator may choose to seek solutions jointly; their decision should be respected and supported.

Discussions with perpetrators

In exploratory discussions about potential support at work with an employee who has used abusive behaviours, managers should observe the following principles:

- ❑ Be clear that abuse is always unacceptable and that it may constitute criminal behaviour
- ❑ Ensure their own safety is paramount
- ❑ Be clear that abusive behaviour is a choice
- ❑ Be respectful
- ❑ Be positive about the possibility of choosing to stop. It is possible for perpetrators to change if they recognise that they have a problem and take steps to change their behaviour

- ❑ Be aware that on some level the perpetrator may be unhappy about their behaviour
- ❑ Be aware that domestic abuse is about a range of controlling behaviours not just physical violence
- ❑ Help the perpetrator to be aware of the potential cost of continued abuse. This could include: arrest; prison; loss of their relationship, long term physical and emotional damage to their partner and children; loss of contact with children; being dismissed from work; loss of their home; financial losses; damage or loss of relationships with family and friends
- ❑ Seek advice from the Domestic Abuse Service Provider

Responding to an employee who discloses they are a perpetrator of domestic abuse

Domestic abuse is a serious issue, and how a perpetrator's disclosures are responded to could affect the extent to which they accept responsibility for their behaviour and the need to change.

Engaging with perpetrators in a constructive way does not mean excusing the abuse and can help to increase safety and even save lives. New Forest District Council actively promotes the Domestic Abuse Policy, highlighting that domestic abuse will not be tolerated in any form and encourages anyone affected by the issue to seek support, including employees who are perpetrating domestic abuse.

The Council recognises that abusers may need help to change their behaviour and should support and encourage employees to address violent and abusive behaviours of all kinds. Managers should signpost employees to the resources section within this document.

Managers should keep a confidential record of a disclosure and any action/decisions that they have taken. Good records may subsequently help in any legal proceedings or disciplinary hearing involving the perpetrator.

Seek advice from DA SPOC or another member of the Safeguarding Team /HR Advisor to ensure links with specialist agencies, if relevant. The Hampton Trust provides help, advice and support to people using abusive behaviour in their relationships and includes advice to professionals.

Support and useful contacts

Internal Contacts

- **SPOC and Deputy SPOC, Safeguarding Team**
- **HR Advisory Team**
- **Mental Health First Aiders**
- **Employee Support Line** - you have access to free, confidential and impartial Employee Support visit:
- **Trade union representatives** - Members of a union can contact their local representatives to find out about the support available and discuss specific issues.

External Contacts

External local domestic abuse contacts:

- **Hampshire Constabulary 101 (or 999 in an emergency)**
- **Hampshire Domestic Abuse Advice Line** (for public and professional queries): 03300 165 112.
- **Hampshire Domestic Abuse Partnership**

Website (detailing all domestic abuse support contacts & other useful information):

<https://www.hants.gov.uk/socialcareandhealth/domesticabuse>

- **Stop Domestic Abuse:** provide help and access to support services for victims/survivors of abuse and children living with domestic abuse.

Advice Line: 03300 165 112

Email: advice@stopdomesticabuse.uk

Website: www.stopdomesticabuse.uk

- **Hampton Trust:** provide help, advice and support to people using abusive behaviour in their relationships (including advice to professionals)

Advice Line: 02380 009898

Email: advice@hamptontrust.org.uk

Website: www.hamptontrust.org.uk

National Domestic Abuse Contacts:

- **National Domestic Abuse Helpline (provided by Refuge):** 0808 2000 247
- **Karma Nirvana** <https://karmanirvana.org.uk> (for 'Honour' based abuse): 0800 5999 247
- **Men's Advice Line:** <http://www.mensadvice.org.uk> 0808 8010327
- **ManKind Initiative:** <http://www.mankind.org.uk> 01823 334244
- **Galop:** (National LGBT+ Domestic Abuse helpline):
<http://www.galop.org.uk>

0800 9995428

- **Respect National Helpline** (perpetrator help):
<http://www.respect.uk.net>

0808 8024040

- **Women's Aid:**
https://www.womensaid.org.uk/?gclid=EAIaIQobChMIpaaWz9PV7wIVzO3tCh2XfgGoEAAYASAAEgL4cPD_BwE
- **SignHealth** is a service providing advice and support for Deaf adults and young people experiencing domestic abuse, on their website they have a **wide range of BSL videos** and resources for which would be useful in communicating the issue of domestic abuse to your deaf communities.

WhatsApp or Facetime: 07970 350366

Telephone: 020 3947 2601

Email: da@signhealth.org.uk

- **Stay Safe East:** (specialist and holistic advocacy and support services to disabled victims and survivors of abuse) <http://staysafe-east.org.uk>