

# Wellbeing at Work Awards

## Domestic Abuse

Name of Business:

Contact Name:

Contact Email:

Date Started:

Date Submitted:

Date Achieved:

Date of Three-Year Review:

Employers should read through the [Domestic Abuse Toolkit](#) before completing the assessment.

Businesses should prepare for a review every three years for each toolkit completed.

- **Red = Poor progress:** There are issues with this particular action. It may be that action is yet to be taken or there have been some significant delays in implementing the action.
- **Amber = Good progress:** The action has been partially achieved and further evidence is required.
- **Green = We meet the action:** The action is fully implemented and is performing to a high standard and no further action needed.

Assessment Criteria	Narrative describing how you are meeting the Criteria	Evidence Required	Comments from Wellbeing at Work	Red Amber Green
<p>1) Provide a policy, statement, or organisational commitment, which opposes all forms of domestic abuse. This should include:</p> <ul style="list-style-type: none"> <li>• a clear definition of what domestic abuse is. This can be set within the wider violence against women context. It is important to recognise that while domestic abuse can affect both sexes, women's and men's experiences of violence are different. It should also be recognised that there can be additional issues for employees because of their gender identity, ethnic background, religion, age, sexuality, or disability. There are also different types of domestic abuse including financial, sexual, emotional, and physical abuse. It can also lead to a criminal conviction.</li> <li>• a commitment to treat domestic abuse seriously, understand the risks and consequences in the workplace, fully</li> </ul>		Copy of policy, statement, or commitment.		

<p>support colleagues and act against perpetrators of domestic abuse.</p> <ul style="list-style-type: none"> <li>• a designated contact for further information on the policy.</li> </ul>				
<p>2) Do you ensure an obligation to prioritise confidentiality? Wherever possible managers are responsible for ensuring information is not disclosed and that all employees are aware of their responsibilities in relation to confidentiality. There are exceptions when confidentiality can be broken, for example when there are concerns about children or vulnerable adults.</p>		Copies of Policies.		
<p>3) What are the specific roles and responsibilities for the HR team / senior managers? This can ensure a central responsibility for developing a policy and procedures on domestic abuse. The HR team / senior managers can review and update other policies, procedures and practices that are linked and could affect the implementation of a domestic abuse policy. For example, helping individuals to change working patterns; special leave may help to facilitate any practical arrangements.</p>		Domestic Abuse Policy, Flexible Working Policy Leave Policy		
<p>4) What role do Wellbeing Champions have to promote help for domestic abuse?</p>		Promotional material, guidance, advice etc.		
<p>5) How do you make employees aware that misconduct inside and outside of work is viewed seriously – and can lead to</p>				

<p>disciplinary action being taken? However, it may also be appropriate to support an employee who is seeking help to address their behaviour. What measures do you have in place for this?</p>				
<p>6) Demonstrate that you provide clear information on practical and supportive measures in the workplace. There should be several clear steps identified which will ensure that those experiencing domestic abuse are able to work in a safe and supported workplace. This may include diverting phone calls or alerting reception and security staff. The dangers of domestic abuse should not be underestimated. If domestic abuse is disclosed, undertaking a risk assessment can ensure that the potential risk to employees and colleagues is lessened. It is important to note each person's needs are different and that any measures should only be used with the authorisation/consent of the individual concerned.</p>				
<p>7) Demonstrate that you provide a list of local and national support and advice agency contacts. This will give staff experiencing domestic abuse the opportunity to access vital advice on financial, health and housing issues as well as legal assistance.</p>		<p>Support list</p>		

## Resources

- [Bystander Workshop](#) A Wellbeing at Work free training session exploring violence against women and girls and how we can safely prepare people to make a Bystander interaction.
- [Sign the Pledge](#) Plymouth City Council want you to help end male violence against women and girls - sign our pledge.
- [Plymouth Domestic Abuse Services](#) provides support and protection from abuse. PDAS provides practical, non-judgemental support, advice, and protection for all victims of domestic abuse. They offer a wide range of help to individuals and families in the Plymouth area, including confidential advice, one-to-one and group support sessions, and a refuge. You have the right to feel safe.
- [Hestia](#) is a free resource for employers. Employers can call 020 3879 3695 Monday to Friday, 9am to 5pm, or email [advice@hestia.org](mailto:advice@hestia.org) for support, guidance or information about domestic abuse and how to support employees and colleagues experiencing domestic abuse.
- [Employers Initiative on Domestic Abuse](#) website provides resources to support employers including an employers' toolkit.
- [Refuge](#) provides free, confidential support and advice is available to victims and their concerned family members or friends, 24 hours a day.
- [First Light](#) provides support to victims of sexual violence in Plymouth.