

Domestic and Sexual Violence and Abuse

Workplace Policy



Let's
Talk



2021

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1 Introduction

1.1 Background

Domestic and Sexual Violence and Abuse is a serious problem in Northern Ireland. It occurs right across our society and it has devastating consequences for the victims and their families.

To put it in context in 2019/20 Women's Aid Federation Northern Ireland (WAFNI) reported that:

- 561 women & 316 children stayed in a refuge
- 5,536 women & 5,143 children accessed outreach support, allowing them to stay in their own homes
- The PSNI recorded 31,817 domestic abuse incidents and 18,640 domestic abuse crimes. Both of these figures represent the highest figures logged since records began in 2004/05
- The PSNI responded to a domestic incident every 17 minutes and
- Domestic violence crimes accounted for 17.5% of all crime reported to the PSNI.

Bringing forward a workplace policy for Domestic and Sexual Violence and Abuse was committed to in the EA Gender Action Plan (2019-2021). The Gender Action Plan along with other workplace strategies such as the Health and Wellbeing Strategy (2019-2022), Equality Action Plan 2018 – 2022 and Disability Action Plan 2018 - 2022 aim to support and enhance staff experiences in the workplace.

This policy is based on the guidelines prepared by the Department of Health (DoH) and Department of Justice (DoJ) Guidance for Employers on Developing a Workplace Policy on Domestic and Sexual Violence and Abuse and has also drawn on policies developed by Employers and Trade Unions. It should also be read in the context of a 'Zero Tolerance' approach that EA has to domestic and sexual violence and abuse.

The policy is aimed to support anyone working for the Education Authority who is a victim of or is at risk of domestic and sexual violence and abuse. The policy is for all staff and a separate guidance toolkit will be made available to line managers. The policy includes signposting to specialist organisations and sets out how we as an organisation deal with perpetrators of domestic and sexual violence and abuse who are our employees.

1.2 Purpose

EA is committed to raising awareness, educating staff and putting in place measures to support staff to be free from all forms of abuse.

Statistics show that 1 in 4 women and 1 in 7 men experience domestic and sexual violence and abuse in their lifetime¹. This could equate to approx. 6550 of the 27000 women who work for EA. Similarly this could equate to approx. 1500 men. As the largest employer in NI it is vitally important that the EA bring forward a policy.

EA are committed to developing a workplace culture in which there is zero tolerance for abuse and which recognises that the responsibility for domestic and sexual violence and abuse lies with the perpetrator. EA has a 'zero tolerance' position on domestic and sexual violence and abuse and is committed to ensuring that any employee who is the victim of domestic and sexual violence and abuse has the right to raise the issue with their employer in the knowledge that they will receive appropriate support and assistance. This policy also covers the approach EA will take where there are concerns that an employee may be the perpetrator of domestic and sexual violence and abuse.

By developing an effective domestic and sexual violence and abuse policy, we will create a safer workplace and we will also send out a strong message that domestic abuse is unacceptable. EA recognises that domestic and sexual violence and abuse is an equality issue and undertakes to not discriminate against anyone who has been subjected

¹ Dept. of Justice NI (2016) 'Stopping Domestic and Sexual Violence and Abuse Strategy'

to domestic and sexual violence and abuse in terms of current employment or future development. The policy also seeks to raise awareness of the serious impact that domestic and sexual violence and abuse has on victims and their families. It outlines how domestic and sexual violence and abuse can impact significantly on the ability of individuals to function effectively both within and outside the workplace. Domestic and sexual violence and abuse holds no bounds and can affect anyone regardless of seniority, gender, sexual orientation, age, race, ethnicity or disability.

This policy is part of our commitment to family friendly working, making EA a great place to work and seeks to benefit the welfare of individual members of staff; retain valued employees; improve morale and performance; and enhance our reputation as an employer of choice.

EA will take all reasonable steps to deal with domestic and sexual violence and abuse through the creation of a safe and supportive environment within the workplace. EA and Trade Unions will raise awareness of the policy and guide staff to available support. EA will treat the matter sympathetically, with sensitivity and confidentiality.

1.3 Legal context:

- **The Health and Safety at Work (NI) Order 1978** under which employers have a duty of care to ensure as far as is reasonably practicable, the health and safety at work of their employees whilst they are at work.
- **The Management of Health and Safety at Work Regulations (Northern Ireland) 2006** which may be relevant to violence at work requires employers to assess the risks of to the health and safety of employees whilst they are at work; and make arrangements for their health and safety by effective planning, organisation and control.
- **The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (NI) 1997** and the **Health and Safety (Consultation with Employees) Regulations (NI) 1996**, may be relevant to violence at work.

- **Human Rights Act 1998**, A workplace policy can also help public authorities comply with their duty under the Human Rights Act 1998, to protect the human rights of individuals and ensure they are not being violated whilst at work.
- **Section 75 of the Northern Ireland Act 1998** places a duty on EA to consider positive action through paying due regard, advancing equality of opportunity and fostering good relations, EA also have a duty to eliminate unlawful discrimination.

EA has a duty of care for the well-being of staff by creating a safe and supportive workplace for all. We are committed to raising awareness and offering practical and other support to staff by having a Policy and Guidance in place to assist those who may be or have been affected by abuse, regardless of where the abuse takes place. We will respond sympathetically, through the provision of confidential mechanisms, to any member of staff who discloses that they have been or are affected by Abuse and deal effectively with perpetrators of abuse who may be members of staff.

EA recognises that strategies and legislation around such matters will continue to evolve and as an employer we will consider and, when appropriate, adapt our Policy and Guidance to reflect emerging best practice. We will also continue to work closely with policy leads for domestic and sexual violence and abuse across the public sector and our trade union colleagues.

1.4 Objectives

This policy aims to support staff, making sure they are educated on domestic and sexual violence and abuse and as a signposting document to organisations that provide specialist support to victims (and their family and friends). Furthermore EA will explore utilising and equipping in-house support through training and awareness raising initiatives.

EA are also aware that home and work issues cannot always be separated and domestic and sexual violence and abuse can impact greatly on the working life of the victim and that a person can continue to experience such abuse in the workplace through, for example, abusive or threatening phone calls or emails and can be particularly vulnerable going to or from their place of work.

All of this can affect a staff member's performance, attendance, timekeeping, career prospects and job security. Bringing forward this policy should ensure that EA creates a safe and supportive environment for all staff.

EA aim to offer practical and other support to employees in addressing problems arising from domestic and sexual violence and abuse sympathetically and in confidence; to maximise the safety of employees, and to deal effectively with perpetrators of domestic and sexual violence and abuse among the workforce, as appropriate. EA also commit to raise awareness of the serious impact that domestic and sexual violence and abuse can have on an individual.

2 Roles/Responsibilities

The Chief Executive is committed to safeguarding the health and wellbeing of all EA staff and to ensure awareness, training and full implementation of this policy through adequate resourcing.

EA will explore equipping in-house support with specialist training to ensure staff experiencing distress have an immediate outlet for support.

EA will also seek to provide regular information and support throughout the lifetime of the policy on domestic and sexual violence and abuse.

The Director of Human Resources is the owner of the policy and will oversee implementation of the policy across the organisation.

All Directors, Assistant Directors and Heads of Service will cascade the information and toolkits accompanying the policy to their staff. This may be electronically or via hardcopy where appropriate.

Staff should make themselves aware of the contents of the policy and Line Managers can seek extra information in the Managers Toolkit.

Health and Wellbeing will continue to support staff through the Health Well Hub and by running awareness raising events in partnership with the Equality and Diversity Unit. More information on domestic and sexual violence and abuse can be found on the EA Health Well Hub <https://healthwell.eani.org.uk/> and specialist advice can be given by contacting one of the organisations in appendix 3.



3 Key Principles

The NI Executive's Stopping Domestic and Sexual Violence and Abuse Strategy defines domestic violence and abuse as:

“threatening controlling, coercive behaviour, violence or abuse (psychological, virtual, physical, verbal, sexual, financial or emotional) inflicted on anyone (irrespective of age, ethnicity, religion, gender, gender identity, sexual orientation or any form of disability) by a current or former intimate partner or family member”

Domestic and sexual violence and abuse occurs regardless of social class, gender, sexual orientation, ethnicity, disability, religion or age.

The procedures that are set out in this policy are thus broadly applicable to both men and women, regardless of the source of domestic and sexual violence and abuse. It should also be noted that it is not necessary to be living in the same house as a perpetrator to be a victim of domestic and sexual violence and abuse: non-co-habiting partners and, in particular, ex-partners can be victims or perpetrators.

- EA is **committed to the principle that domestic and sexual violence and abuse is unacceptable behaviour** and everyone has the right to live free from fear and abuse.
- EA recognises the scope of domestic and sexual violence and abuse and its responsibility for the well-being of staff and will **respond sympathetically, confidentially and effectively to any member of staff who discloses that they are experiencing Domestic and Sexual Violence and Abuse.**
- EA is **committed to working in partnership with other agencies/bodies** to ensure support is available for staff who are experiencing domestic and sexual violence and abuse.
- EA will **ensure that anyone who has been subjected to domestic and sexual violence and abuse is not disadvantaged** in relation to their employment.
- This policy is part of our commitment to family friendly working, making EA a great place to work and seeks to benefit the welfare of individual members of staff; retain valued employees; improve morale and performance; and enhance our reputation as an employer of choice.
- EA therefore commit to:
 - An **organisational commitment to a zero tolerance approach** domestic and sexual violence and abuse. .
 - A **clear definition of what ‘Domestic and Sexual Violence and Abuse’** is taking into account legislative changes and the new offences linked to non-physical abusive behaviors (with useful facts and figures).
 - In line with new legislation and guidance under the Domestic Abuse and Civil Proceedings Act (Northern Ireland) 2021. EA will provide **clear examples of behavioral expectations** and what consists unacceptable coercive behaviors
 - **Reporting procedures** including roles, responsibilities and contact details of Human Resources, Line Managers, employees and Trade Union representatives where relevant.
 - **Information about the practical and supportive measures** which can be accessed by employees that can be taken to support employees who have been affected by, or are at risk of, domestic and sexual violence and abuse. Such as early payment of wages to help with a crisis/need to move locations immediately.
 - A **list of domestic and sexual violence and abuse support services.**
 - A **commitment to prioritise confidentiality** where possible.
 - A **communication plan for the rollout of the policy** to staff and **the policy into line manager training.**

- A **process for monitoring and reviewing the policy** on a regular basis.
- **Define measures to deal effectively with perpetrators of domestic and sexual violence and abuse** among our workforce, as appropriate, and to challenge behaviours and attitudes through our awareness raising campaigns.
- **Engage with Trade Unions** on the the policy aims and objectives and work in partnership with them to raise awareness of the policy.

3.1 Domestic Violence and Abuse

Domestic violence and abuse is generally recognised as a pattern of behaviour that is characterised by the exercise of coercive control and the misuse of power by one person over another within an intimate or family relationship. It is a fundamental breach of an individual's human rights. It is usually frequent and persistent and is used to harm, 'punish' or frighten the individual.

- PSNI recorded recorded 31,817 domestic abuse incidents and 18,640 domestic abuse crimes. Both of these figures represent the highest figures logged since records began in 2004/05
- The PSNI responded to a domestic incident every 17 minutes
- Domestic violence crimes accounted for 17.5% of all crime reported to the PSNI
- On average, there are 5 domestic homicides in NI each year
- Domestic violence often starts or escalates during pregnancy

While often associated with being in a marriage or in an intimate partnership, domestic violence and abuse can also happen between sons and mothers, fathers and sons, brothers and sisters, family members and grandparents and same sex or teenage relationships. It can also include violence inflicted on, or witnessed by children and young people, which can have a long-term life changing impact.

It is not limited to physical and sexual violence. There is also, in many cases, emotional abuse which can include the undermining of self-confidence; controlling behaviour such as isolation from friends, family and support networks; financial abuse

by controlling access to money, personal items, transportation and the telephone; threats; and stalking. (physical and digital); virtual and online abuse; and abuse of pets.

3.2 Sexual Violence and Abuse

Sexual violence and abuse is an aggressive act that frequently aims to express power and dominance over the victim.

It can take many forms, involving both contact and non-contact activity and it can include taking advantage of an individual's incapacity to give informed consent.

The NI Executive's 'Stopping Domestic and Sexual Violence and Abuse Strategy' defines sexual violence and abuse as:

"any behaviour (physical, psychological, verbal, virtual/online) perceived to be of a sexual nature which is controlling, coercive, exploitative, harmful, or unwanted that is inflicted on anyone (irrespective of age, ethnicity, religion, gender, gender identity, sexual orientation or any form of disability)"

Sexual violence and abuse is very often perpetrated by someone, whom the victim knows or trusts but it can also be perpetrated by a stranger.

Sexual violence and abuse is a crime. It can happen to anyone and it is never the fault of the victim

- 1 in 4 people have experienced some form of sexual abuse
- 3,127 sexual offences were reported to PSNI during 2016/17
- It can have a profound effect on physical and mental health
- 16,825 counselling sessions were delivered by Nexus NI in 2016/17



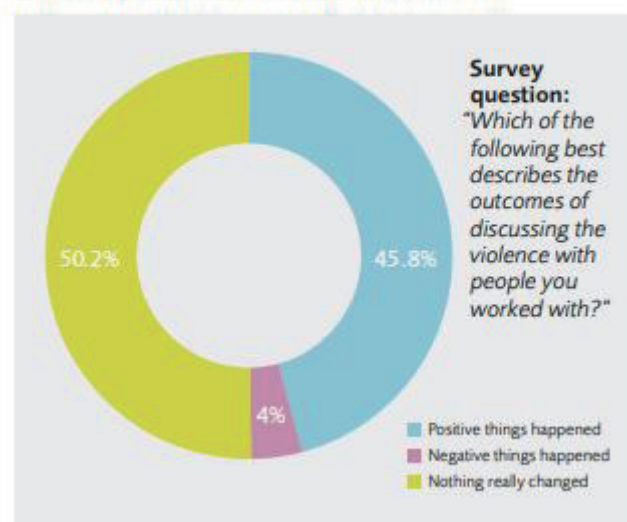
4 Why is this a workplace issue?

Home and work issues cannot always be separated and domestic and sexual violence can impact greatly on the working life of someone who is being abused. A person can continue to experience the violence and abuse in the workplace through, for example, abusive or threatening phone calls or emails and individuals can be particularly vulnerable going to or from their place of work. All of this can affect their performance, attendance, timekeeping, career prospects and job security.

Other workers and colleagues can also be affected as they too could experience threatening or intimidating behaviour from the perpetrator and more particular issues can arise where both the perpetrator and the victim work in the same workplace or location.

A survey conducted by the Irish Congress of Trade Unions in 2014 into the impact of domestic violence on the workplace found that a third of the 1,734 people in Northern Ireland who responded had experienced domestic violence. Nearly all respondents said they thought that it had an impact on the working lives of employees. By having a Domestic and Sexual Violence and Abuse Workplace Policy in place it is possible to create a safe and supportive working environment.

FIGURE 6: OUTCOMES OF DISCUSSING DOMESTIC VIOLENCE WITH CO-WORKERS



**Domestic Violence and the Workplace
TUC Report (2014)**

https://www.tuc.org.uk/sites/default/files/Domestic_Violence_And_The_Workplace_0.pdf

“One of the striking findings from the survey was how rarely those experiencing domestic violence disclosed to anyone at work.”

5 Disclosure of Abuse

EA will respond sympathetically and confidentially to any member of staff who discloses that they are suffering from domestic and sexual violence and abuse.

Staff experiencing domestic and sexual violence and abuse may choose to disclose, report to or seek support from anyone in the organisation such as a line manager, colleague or their trade union. Officers should not counsel victims, but offer information, workplace support, and signpost to other organisations who specialise in the area such as those listed in appendix 3. Alternatively they can find information on the EA Health Well Hub <https://healthwell.eani.org.uk/>

5.1 Confidentiality

EA respects an employee's right to privacy if they have experienced domestic and/or sexual violence and/or abuse and all records concerning domestic and sexual violence and abuse will be kept strictly confidential.

Whilst employees experiencing domestic and sexual violence and abuse normally have the right to complete confidentiality, in circumstances of child protection or the protection of vulnerable adults from abuse, the child/adult protection services may need to be involved. In addition, where there is serious concern regarding potential serious harm to an individual, or where a crime has been disclosed, there may be a legal requirement to share information with appropriate statutory organisations. EA wishes to ensure that all actions arising from disclosure of domestic and sexual violence and abuse are employee led and will endeavour to support employees but cannot guarantee complete confidentiality in cases where a crime or risk of significant harm has been disclosed.

Confidentiality breaches with regards to domestic and sexual violence and abuse could carry serious risks for the employee affected. Therefore any information given about domestic and sexual violence and abuse is confidential, and unauthorised breaches of confidentiality may lead to disciplinary action being taken.

HR or Line Managers may contact CPSS for advice and guidance via the CPSS Helpline. A risk assessment will be completed. In cases where an employee is considered to be a high or very high risk victim then it is likely that they will be referred to a Multi-Agency Risk Assessment Conference (MARAC).

There could be a possibility that an EA employee is discussed at a MARAC as either a victim or alleged perpetrator. On these occasions the CPSS will recommend what support the EA as the employer can offer a victim, given the high risk level, they may wish to signpost the victim to this workplace policy. There are legal requirements, for example where the abuse is linked to child abuse or where a risk to children or vulnerable adults is identified, EA has a responsibility to notify social services and/or the PSNI. If this is the case, the member of staff will be informed.

No personal details of other members of staff should be divulged to a third party. Please see appendix 2.

5.2 Other Employees

Other employees can assist and support co-workers in gaining confidence to tackle and report domestic and sexual violence and abuse.

Co-workers and colleagues may recognise that a fellow employee is in an abusive situation in their private lives. Employees should, in the first instance, speak to their colleague (with whom they have concerns) before raising these concerns further. If they receive permission/consent from their colleague, they may then raise their concerns with the relevant Line manager, a trade union representative or alternatively information can be found on the EA Health Well Hub <https://healthwell.eani.org.uk/> or contact one of the specialist organisations listed in appendix 3.

However, if an employee has serious concerns that their colleague is in danger, it is important that they report this to the relevant Line manager or trade union representative (as a matter of urgency) and follow the organisations Adult Safeguarding Policy (in development) and Child Safeguarding Policy, if applicable.

HR or Line Managers may contact CPSS for advice and guidance via the CPSS Helpline. A risk assessment will be completed. In cases where an employee is considered to be a high or very high risk victim then it is likely that they will be referred to a Multi-Agency Risk Assessment Conference (MARAC).

6 Access to support

Although EA expect line managers to take a positive and supportive approach towards supporting staff at risk of domestic and sexual violence and abuse, we know that individual staff members who are affected may still feel uncomfortable talking directly to their line manager.

In order to meet the needs of these individuals, staff can avail of dedicated support from the organisations in appendix 3.

Staff may also wish to talk to another colleague whom they trust or speak to their Trade Union representative for support. Mental health first aiders can also be a point of contact for individuals. Information can be found on the EA Health Well Hub <https://healthwell.eani.org.uk/> or by contacting the Health and Wellbeing Team on 028 9041 8023 or healthandwellbeing@eani.org.uk

As your employer EA can only assist you if you disclose that you are affected by or at risk of domestic and sexual violence and abuse. Whilst EA do not provide professional counselling we can provide ongoing support to anyone affected by abuse as well as signposting members of staff to useful sources of practical, emotional and financial support.

6.1 Workplace Adjustments

Line managers should be supportive during this time and should be aware that a work place adjustment may need to be put in place in order to provide support. It can also be daunting or embarrassing for someone to openly discuss their issues. As part of a regular one to one process, line managers should ensure that there is safe space for staff to discuss wider issues that may be impacting their work if they wish to do so.

There is a range of workplace adjustments that can be considered by managers, such as:

- **Providing private areas** for the person to make a telephone call to access personal or professional support

- Ensuring **working time arrangements** are flexible enough that they do not have to arrive and leave work at the same time each day. For example, they may also need to stagger their work pattern, or may need to leave work suddenly.
- **Flexibility** to attend appointments will be necessary or a phased return to work may be needed. Again consideration of shifts, working patterns, later starts or earlier finishing times will help, where the business allows.
- A staff member may for safety purposes need to be **redeployed** to a different area of the business/ location.
- Sometimes if the person is being threatened and made to feel unsafe by their perpetrator, their **email and direct line number may need changed**.

Workplace adjustments may need to be considered. For this purpose the Health and Wellbeing Team could provide discreet practical support and advice on alternative arrangements to support the employee. Any barriers to someone fulfilling their role as a victim of domestic or sexual violence or abuse should be removed. There should also be no impact on that person's right to go for or be promoted in the workplace.

You can get in touch with the Health & Wellbeing team on 028 9041 8023 or healthandwellbeing@eani.org.uk.

Any adjustment should be tailored to an individual's needs through discussion, it is essential that assumptions are not made regarding the victims experience and/ or needs.



7 What if a member of staff is a perpetrator?

If a member of staff is reported as being a perpetrator of domestic and sexual violence and abuse EA will take all reasonable steps to address it in an appropriate manner.

EA will consider disciplinary action against any employee who uses EA's time, property or other resources to abuse a partner or family member or to aid another to do so. EA will establish the facts of the case, in line with the requirements of the disciplinary procedure, before considering if disciplinary action is justified.

EA will also:

- Require a member of staff to report, as soon as possible, if they have been arrested, charged or convicted by a court of any criminal offence, including behaviour associated with domestic and sexual violence and abuse. Failure to do so may be considered to be a disciplinary matter.

- Where a perpetrator's job involves working or coming into contact with children or vulnerable adults a change of role may need to be considered.
- Take action as appropriate to minimise the potential for a perpetrator to use their position or resources to find out the whereabouts or other details of their partner, ex-partner or family members.
- Give consideration to requests for time off for a perpetrator to attend appropriate interventions, to address abusive behaviour. Applications will be considered under the EA Special Leave Policy.

In cases where both the perpetrator of domestic and sexual violence and abuse and the victim are employed by EA, action will be taken to ensure that both the victim and the perpetrator do not come into contact in the workplace.



8 Implementation of Policy

EA will inform all staff of the existence of this Policy and raise staff awareness through training EA will also inform staff of what support is available using noticeboards, the intranet, staff briefings, inductions and other means. This includes internal support and local and national external organisations.

EA may consider undertaking a workplace risk assessment if domestic and sexual violence and abuse is disclosed to ensure that the potential risk to the employee and work colleagues is minimised. EA will remind staff of the importance of not divulging personal details of other employees, such as addresses, telephone numbers or shift patterns. Awareness of the risks of using social media platforms and how information can be shared unintentionally is important to consider.

EA will provide training for staff on domestic and sexual violence and abuse and appropriate responses. There will also be guidance included during inductions for new managers. Line managers will not counsel victims, but are required to offer information, workplace support, and signpost to other organisations.

Staff experiencing domestic and sexual violence and abuse may report it to a trade union representative, a line manager, or colleague.

8.1 The Role of the Line Manager

Where domestic and sexual violence and abuse has been reported line managers will treat unplanned absences and temporary poor timekeeping sympathetically and are asked to look flexibly at the range of EA leave policies.

Line managers will offer employees experiencing domestic and sexual violence and abuse a broad range of support. This may include, but is not limited to:

Liaising with Human Resources in respect of the options available to offer financial support, such as advance on salary for example, if the employee needs to escape a violent or abusive situation or where their own money is being withheld by an abusive

partner. It may be more appropriate to signpost to organisations that can help with regards to free travel and financial advice via NI Direct or those listed in appendix 2. Use other existing EA policies to support the employee as required.

Further adjustments that could be made (following discussions with the employee's line manager) may include:

- A method of communication if the employee is absent from work to ensure that the employee's line manager is aware that they are safe.
- Diverting telephone calls or emails.
- Alerting reception/security staff to inform the line manager if certain individuals come into the workplace.
- Other existing provisions (including occupational health, counselling Service, other) will also be available to staff as a means of help and support.

EA is committed to raising awareness, educating staff and putting in place measures to support staff to be free from all forms of abuse.



9 Monitoring

The policy will be revisited after 2 years for monitoring purposes.

Line managers can report any difficulties they have encountered with the policy to the Equality & Diversity Unit.

10 More information / evidence base

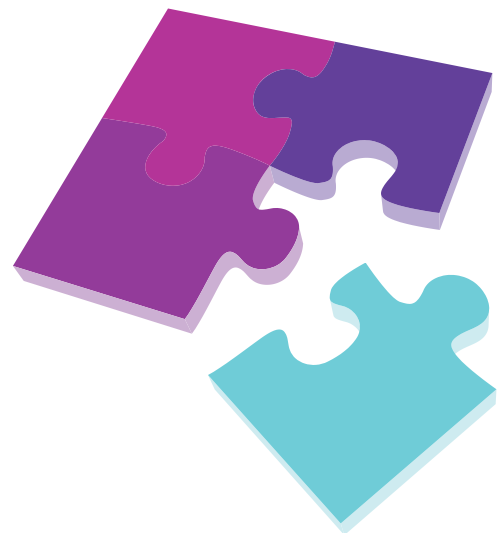
- **Developing a workplace Policy on Domestic and Sexual Violence** <https://www.nibusinessinfo.co.uk/sites/default/files/Developing-a-Workplace-Policy-on-Domestic-and-Sexual-Violence.pdf>
- **Stopping Domestic and Sexual violence** <https://www.justice-ni.gov.uk/sites/default/files/publications/doj/stopping-domestic-sexual-violence-ni.pdf>
- **Domestic Violence survey Results ICTU** <https://www.ictuni.org/publications/ictu-domestic-violence-survey-results/>
- **Domestic Abuse Family Proceedings Bill** <https://niassembly.tv/the-domestic-abuse-and-family-proceedings-bill-second-stage-tuesday-28-april-2020/>
<https://www.justice-ni.gov.uk/news/long-introduces-second-stage-domestic-abuse-and-family-proceedings-bill-assembly>
- **Domestic Violence and Abuse: A trade union issue** <https://www.unison.org.uk/content/uploads/2017/02/24192.pdf>
- **NIPSA Trade Union Guide to Domestic and Sexual Abuse** <https://nipsa.org.uk/nipsa-in-action/equality/80-domestic-and-sexual-violence-and-abuse-a-trade-union-guide>
- **Domestic Violence and Abuse: Unite the Union** <https://unitetheunion.org/media/1475/domestic-violence-abuse.pdf>
- BHSCT Domestic and Sexual Abuse Workplace Policy and the **Policy Template Developed through the Western Domestic & Sexual Violence Partnership**
- **Abusive Behaviour in an intimate or family relationship - Domestic Abuse Offence - Statutory Guidance** <https://www.justice-ni.gov.uk/publications/abusive-behaviour-intimate-or-family-relationship-domestic-abuse-offence-statutory-guidance>
- Women's Aid Federation Ni Annual Report can be found at: <https://www.womensaidni.org/assets/uploads/2020/12/Final-Womens-Aid-Annual-Report-2019-20.pdf>
- PSNI trends and up to date statistics can be found on the PSNI website or by clicking the following link <https://www.psni.police.uk/inside-psni/Statistics/domestic-abuse-statistics/>

How to recognise Domestic and Sexual Violence and Abuse

Possible signs include:

- Late for work or high levels of absence from work without explanation;
- Uncharacteristic depression, fatigue, anxiety, distraction or problems with concentration;
- Changes in the quality of work performance for no apparent reason;
- Receipt of repeated upsetting calls or emails;
- Obsession with time or needing regular time off for appointments;
- Inappropriate or excessive layers of clothing;
- Repeated injuries, or unexplained bruising or explanations that do not match the injuries displayed;
and
- Increased hours being worked for no apparent reason.

This is not an exhaustive checklist. Some victims may display no signs of violence or abuse. Everyone's reaction is different and changes in behaviour may be evident or difficult to identify.



Article 5 Guidance

Recommended Statement to Women:-

“I must tell you that the law requires me to advise the Police about any criminal allegation you may make in relation to the incident you are here to talk to me about now. If you provide me with any details that may identify the offender or a witness to events or details of the location then I have a duty to pass this information to the Police who will have a duty to conduct enquiries. If you do not want to support any criminal investigation then it is important that you retain a written record of these details yourself, in the event that you later wish to involve the Police and pursue a criminal prosecution.

Are you willing to support the Police in conducting a criminal investigation in relation to the incident(s) you are here to talk about now?”

Confidentiality, in most circumstances, is preserved.

- Confidentiality cannot be guaranteed in the following circumstances:
 - o where there is an immediate risk to life or serious injury
 - o where it becomes apparent the offender is a risk to children or vulnerable adults
 - o where breach of confidentiality, in terms of a child or young person, is required in accordance with the Safeguarding Board for Northern Ireland (SBNI) Core Policy and Procedures
 - o where the law requires disclosure
 - o where the victim is a vulnerable adult

This will be discussed with you beforehand.

Appendix 3

Specialist support and advice

Women

24 Hour Domestic and Sexual Violence Helpline (for women and men)

You can also contact: 0808 802 1414

Nexus

Belfast
119 University Street,
Belfast, BT7 1HP
Belfast@nexusni.org
028 9032 6803

L'Derry
38 Clarendon Street,
L'Derry, BT48 7ET
Derry@nexusni.org
028 7126 0566

The Rowan (sexual assault referral centre for Northern Ireland)

24 hour freephone 0800 389 4424 www.therowan.net

Rape Crisis Network Ireland 24 hour helpline 1800 778888 www.rapecrisishelp.ie

Samaritans call 116 123 Email: jo@samaritans.org www.samaritans.org

Victim Support call 0808 1689 111

Weekdays 8pm to 8am.

Weekends 24 hour service. www.victimsupport.org.uk, 0808 1689 111

Crimestoppers call 0800 555 111 www.crimestoppers-uk.org

LGBT+

National LGBT Domestic Abuse Helpline for LGBT people experiencing domestic abuse.

Call 0800 999 5428 Monday to Wednesday 10am to 5pm, Thursday 10am to 8pm, Friday 1pm to 5pm and Sunday 12pm to 4pm. Tuesday 1pm to 5pm is a trans specific service.

Email: help@galop.org.uk Online chat: 3pm to 7pm Saturday, 3pm to 7pm Sunday www.galop.org.uk

Men

24 Hour Domestic and Sexual Violence Helpline (for women and men)

You can also contact: 0808 802 1414

Men's Advice Line for men experiencing domestic violence. Call 0808 801 0327 Monday to Friday, 9am to 5pm or email: info@mensadvice.org.uk

Samaritans Call 116 123 Email: jo@samaritans.org www.samaritans.org

Victim Support Call 0808 1689 111 Weekdays 8pm to 8am.

If you are worried about your behaviour towards your partner,
or if you have been abusive or violent, you can get information from
The Respect Phoneline
Call 0808 802 4040 (free from landlines and most mobile phones)
Monday - Friday 9.00am - 5.00pm

You can leave a message when the lines are closed or busy
and they will get back to you within two working days.

Email: info@respectphoneline.org.uk
www.respectphoneline.org.

