

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE 5 March 2014

DOMESTIC ABUSE POLICY AND PROCEDURE

Purpose of Report

1. This report presents a domestic abuse policy and procedure, which provides managers and staff with a framework of guidance, support and advice on domestic abuse. The domestic abuse policy is closely linked to the employee health and wellbeing policy.

Background

2. Domestic abuse is a high priority for the Wiltshire Community Safety Partnership (WCSP) which includes Wiltshire Council. Awareness raising about domestic abuse, the signs and how to seek support and help is a key action within the domestic abuse strategy implementation plan.
3. Wiltshire Council is leading a campaign to raise awareness of domestic abuse both outward looking into Wiltshire communities and also inward looking to ensure that our services and our employees are both aware of and know how to get support if they are experiencing domestic abuse.

Main Considerations for the Council

4. The domestic abuse policy has been put together in consultation with public protection and occupational health.
5. The domestic abuse policy encourages managers to pick up on concerns that a member of staff is or has been experiencing domestic abuse and sets out a range of supportive measures they should consider as appropriate to ensure staff safety at work. The policy is clear that the role of the manager is not to become a support worker to the member of staff and that they should be encouraging staff to self refer to specialist agencies for professional support on domestic abuse.
6. The domestic abuse policy will be supported by a toolkit of additional information. Public protection are in the process of putting together a short DVD to support managers in meetings with staff where a disclosure of domestic abuse takes place and in discussions about putting support measures in place which might assist staff at work. Additional guidance will also be put together on the issue of perpetrators at work.
7. Public protection will also be looking to develop briefings, training and awareness raising campaigns. It is hoped that once the policy and toolkit is in

place within the council that similar information on domestic abuse can be made available to use as a model in other organisations in Wiltshire.

8. The policy was approved by JCC on 19 February 2014 following consultation with operational human resources teams, the stakeholder panel, union representatives and other key stakeholders. An Equality Impact Assessment (EIA) has also been undertaken.

Environmental Impact of the Proposal

9. None.

Equalities Impact of the Proposal

10. An Equalities Impact Assessment was undertaken on 10 February 2014 and minor wording amendments have been made to the policy.
11. It was recognised that the issue of monitoring domestic abuse needs to be explored further.

Risk Assessment

12. None

Options Considered

13. None.

Recommendation

14. That Staffing Policy Committee approve publication of the policy as presented.

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The following unpublished documents have been relied on in the preparation of this Report: None