

Our Approach to... Domestic Abuse

[Workplace Guidance
for Domestic Abuse](#)

We recognise the devastating effect domestic abuse has on victim-survivors, their families, and the wider community. This approach demonstrates a zero-tolerance approach and shared commitment from WCC to support employees who may be affected by domestic abuse to help make a positive change to their lives and to provide a safe and positive working environment for them to work in.

- ☐ We are 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.
- ☐ We recognise that in the workplace, experiences of domestic abuse can affect the morale, health, wellbeing, and self-confidence of an employee, which in turn can impact on their performance at work.
- ☐ We believe that actions speak louder than words, we have credible training, resources, and guidance available to all colleagues, managers, and leaders.
- ☐ In our workplaces and spaces, we respond positively to and provide appropriate support to those who experience domestic abuse, knowing that it affects all genders and identities

We will all be the best we can be by:

- ✓ Being respectful and listening to different lived experiences
- ✓ Exploring, engaging, and requesting resources, tools and signposting that works best for us
- ✓ Knowing that it's about listening and support, not 'having the answer'

Our Leaders and Managers will do what they say by:

- ✓ Encouraging and enabling discussions and learning opportunities around DA (taking these learning opportunities up themselves).
- ✓ Listening to and supporting individuals by utilising the intranet tools, peer support and guidance provided by our Employee Assistance Programme (EAP) and HR advisory colleagues.
- ✓ Providing a safe space for honest and supportive discussions, signposting clearly to DA support organisations and charities for specialist help.

Organisationally we will move with purpose and energy by:

- ✓ Sharing relevant, up-to-date, and credible DA training and resources, across WCC.
- ✓ Encouraging colleagues to be brave, to share and to listen without judgement.
- ✓ Ensuring our HR processes and procedures address DA appropriately, to enable our workplace to be a safe, inclusive, supportive place.



The [National Domestic Abuse Helpline](#), is a freephone number, open 24 hours a day, run in partnership between Women's Aid and Refuge. Call: 0808 2000 247.

[Refuge](#) - for support in Warwickshire can call our dedicated Warwickshire Domestic Abuse Helpline. It is a freephone number, open Mon – Fri 8:30am till 8:30pm. Call: 0800 408 1552.

[Galop](#) - a charity offering advice and support to LGBTQ+ people who have experienced violence or domestic abuse. It is a freephone number, open Mon – Thurs 10:00am till 8:30pm and Friday 10:00am till 4:30pm. Call: 0800 999 5428

[Talk2Someone](#) - a website for signposting to support services, advice and information in relation to Domestic Abuse including information on the different types of abuse. Helpline available 0800 408 1552

[Safe in Warwickshire](#) - a collection of partner agencies, who are members of the Safer Warwickshire Partnership Board, working collaboratively to address crime and safety priorities, and to provide support for victims and survivors of crime and disorder across Warwickshire.

[ManKind Initiative](#) - a confidential helpline for male victims of domestic abuse and domestic violence across the UK as well as their friends, family, neighbours, work colleagues and employers. It is a freephone number, open Mon – Fri 10:00am till 4:00pm. Call: [01823 334 244](tel:01823334244).

[Safeline](#) - a specialist charity providing a range of services across Warwickshire to support all survivors of rape and sexual abuse. Open Monday – Friday 09:00am till 5:00pm. Call: [01926 402498](tel:01926402498) (or text [07860 027573](tel:07860027573)).

[DACS – Domestic Abuse Counselling Service](#) - working to reduce domestic abuse by providing free therapeutic intervention, working one-to-one with victims of domestic abuse from a 'preventative perspective'. Call: [02476 351 137](tel:02476351137).

Internally, colleagues can also access the following support:

- [Listening Mates](#)
- [Employee assistance programme \(EAP\)](#) - 0800 1116 387
- [Colleague Networks and Support](#) - for peer support

Those who want to seek help for their own abusive behaviour:

[Respect](#) run a confidential and free helpline, which is available Monday to Thursday 10am to 8pm and Friday 10am to 5pm. Call: 0808 8024040.

Managers and leaders:

Hestia's [Respond to Abuse Advice](#) line is a free resource for employers, run by Hestia. Employers can call Monday to Friday 9am to 5pm, for guidance or information about domestic abuse and how to support employees experiencing domestic abuse. Call: 07770 480437 or 0203 879 3695.

You may also find this toolkit helpful:

<https://www.bitc.org.uk/toolkit/domestic-abuse-toolkit/>

