



West Hampshire
Clinical Commissioning Group

DOMESTIC VIOLENCE AND ABUSE POLICY FOR CCG STAFF

Version 1

Subject and version number of document:	Domestic Violence & Abuse Policy for CCG Staff Version 1
Serial number:	HR/042/V1.01
Operative date:	1 June 2018
Author:	Designated Nurse, Safeguarding Children Consultant Nurse, Safeguarding Adults
CCG owner:	Chief Officer
Links to other policies:	Safeguarding Children Policy Safeguarding Adults Policy Leave and Flexible Working Policy Dignity and Respect Policy
Review date:	May 2019
For action by:	All CCG staff
Policy statement:	<p>West Hampshire Clinical Commissioning Group (CCG) is committed to promoting a zero tolerance of domestic violence and abuse. It will ensure that the working environment promotes the view that domestic violence is unacceptable and will not be tolerated. The Policy aims to:</p> <ul style="list-style-type: none"> • Enable employees experiencing problems at work arising from domestic violence and abuse to be supported • Ensure confidentiality and sympathetic handling of situations at work arising from domestic violence and abuse • Remove fear of stigmatisation at work for employees experiencing domestic violence and abuse • Provide guidance for managers on how to support victims of domestic violence and abuse • Provide guidance for managers on how to deal with perpetrators of domestic violence and abuse • Raise awareness and understanding amongst all members of staff in the workplace of the effects of domestic violence and abuse.

Responsibility for dissemination to new staff:	All managers are to make new staff aware of the policy as part of their induction.
Mechanisms for dissemination:	<p>All new and revised policies are published on the CCG website and promoted to staff through the CCG staff newsletter.</p> <p>The effective implementation of this procedural document will support openness and transparency. West Hampshire CCG will:</p> <ul style="list-style-type: none"> • Ensure all staff and stakeholders have access to a copy of this procedural document via the organisation's website • Develop a culture where employees can discuss concerns they may have regarding domestic violence and abuse and report feeling supported and not judged • The CCG will raise awareness and support employees who wish to access help and support regarding Domestic Violence and Abuse.
Training implications:	All staff will be offered relevant safeguarding training commensurate with their duties and responsibilities. In addition to this, staff can access a variety of courses with the Local Safeguarding Children Board (LSCB) and Local Safeguarding Adults Board (LSAB). Staff requiring support should speak to their line manager in the first instance.
Resource implications	There are no resource implications in relation to this policy.
Further details and additional copies available from:	<p>Website: https://www.westhampshireccg.nhs.uk/documents?media_folder=192&root_folder=Human%20resources WHCCG Safeguarding Team administrators</p>
Equality analysis completed?	Yes
Consultation process	<p>Safeguarding Teams (adult, children and looked after children)</p> <p>Human Resources</p> <p>Quality Team</p> <p>Staff Forum</p> <p>CCG Executive</p>

	Clinical Governance Committee Policy Sub Group
Approved by:	Audit Committee (as no Board meeting that month)
Date approved:	23 May 2018

Website upload:

Website	Location in FOI Publication Scheme	https://www.westhampshireccg.nhs.uk/documents?media_folder=192&root_folder=Human%20resources
Keywords:	<i>Insert helpful keywords (metadata) that will be used to search for this document on the intranet and website</i>	

Amendments summary:

Amend No	Issued	Page(s)	Subject	Action Date
1				
2				
3				
4				
5				

Review log:

Include details of when the document was last reviewed:

Version Number	Review Date	Name of Reviewer	Ratification Process	Notes

DOMESTIC VIOLENCE AND ABUSE POLICY FOR CCG STAFF

SUMMARY OF KEY POINTS TO NOTE

West Hampshire Clinical Commissioning Group (CCG) is committed to promoting a zero tolerance of domestic violence and abuse. It will ensure that the working environment promotes the view that domestic violence is unacceptable and will not be tolerated.

The Governments *Ending Violence Against Women and Girls Strategy 2016-2020* (HM Government, 2016) makes clear that the health sector, as both an employer and service provider, has a crucial role to play in responding to domestic abuse.

The cross-government definition of domestic abuse is:

“Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality”
(Home Office, 2013, p.2).

As employers, the CCG will inevitably employ individuals who are affected by domestic violence and abuse. Domestic violence and abuse will affect 1 in 4 women and 1 in 6 men in their lifetime and therefore the CCG will make all reasonable efforts to provide staff with the support they need and want.

This policy outlines the definition of what constitutes domestic violence and abuse and includes other harmful practices such as forced marriage, honour based violence and female genital mutilation (FGM).

This Policy aims to:

- Enable employees experiencing problems at work arising from domestic violence and abuse to be supported
- Ensure confidentiality and sympathetic handling of situations at work arising from domestic violence and abuse
- Remove fear of stigmatisation at work for employees experiencing domestic violence and abuse
- Provide guidance for managers on how to support victims of domestic violence and abuse
- Provide guidance for managers on how to deal with perpetrators of domestic violence and abuse
- Raise awareness and understanding amongst all members of staff in the workplace of the effects of domestic violence and abuse.

Equality impact assessment

Title of policy, project or proposal:
DOMESTIC VIOLENCE AND ABUSE POLICY FOR CCG STAFF

Name of lead manager: Kim Jones
Directorate: Nursing and Quality

What are the intended outcomes of this policy, project or proposal?
<p>West Hampshire Clinical Commissioning Group (CCG) is committed to promoting a zero tolerance of domestic violence and abuse. It will ensure that the working environment promotes the view that domestic violence is unacceptable and will not be tolerated.</p> <p>The UK's cross-government definition of domestic abuse is:</p> <p><i>Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been, intimate partners or family members regardless of gender or sexuality</i> (Home Office, 2013, p.2).</p> <p>This abuse can encompass, but is not limited to:</p> <ul style="list-style-type: none">• Psychological includes: Intimidation, threats to harm, threats to kidnap children, blackmail, destruction of pets, property, mind games and stalking• Physical includes: Inflicting or attempting to injure, grabbing, pinching, biting, kicking, stabbing, weapons, withholding medications, food, funds• Sexual includes: Marital rape, acquaintance rape, forced sex after physical beating, fondling, forced prostitution• Financial includes: Maintaining control of earned income, withholding money and running up debt in the victim's name• Emotional includes: Undermining or attempting to undermine the victims' sense of worth, constant criticism, name calling, insults, put downs, silent treatment, repeatedly making and breaking promises, harming or making threats to harm pets <p>The Policy aims to:</p> <ul style="list-style-type: none">• Enable employees experiencing problems at work arising from domestic violence and abuse to be supported• Ensure confidentiality and sympathetic handling of situations at work arising from domestic violence

and abuse

- Remove fear of stigmatisation at work for employees experiencing domestic violence and abuse
- Provide guidance for managers on how to support victims of domestic violence and abuse
- Provide guidance for managers on how to deal with perpetrators of domestic violence and abuse
- Raise awareness and understanding amongst all members of staff in the workplace of the effects of domestic violence and abuse.

Evidence

Who will be affected by the policy, project or proposal?

CCG employees and those staff covered by a letter of authority / honorary contract or work experience whilst undertaking duties on behalf of West Hampshire CCG or working on West Hampshire CCG premises.

Agency workers are also required to abide by West Hampshire CCG policies and procedures, as appropriate, to ensure their health, safety and welfare whilst undertaking work for the CCG.

Age

West Hampshire CCG has a statutory duty to safeguard and promote the welfare of children and young people. The impact that the domestic violence and abuse has on children must not be underestimated. The identification of need and early intervention/work with families can significantly reduce risk of ongoing harm and is important not only for the wellbeing of the child but to the health and well-being of the children and families affected.

CCG staff members must know how to refer children and young people to child protection services and they should also know how to contact safeguarding leads to discuss whether or not a referral would be appropriate.

Evidence suggests that older women experience domestic abuse at similar rates to younger women (Blood, 2004; Femicide Census, 2016 and 2017; Mouton et al, 2004)

Disability

Disabled survivors often face additional challenges in getting support, escaping abuse and receiving justice for the abuse they have experienced (Women's Aid, Survival and Beyond: The Domestic Abuse Report 2017).

Dementia

No identified concerns.

Gender reassignment (including transgender)

See section on sexual orientation.

Marriage and civil partnership

Forced Marriage

Forced marriage is a form of domestic violence. Where one or both of the parties is under 18 years, it is a form of child abuse and must be referred to Children's Social Care (see Safeguarding Children Policy).

Where the marriage involves a vulnerable adult, it is also deemed as adult abuse and must be managed under local safeguarding adult procedures (See Safeguarding Adults Policy).

West Hampshire CCG aims to create an open and supportive environment where forced marriage can be discussed openly and where women know that they will be listened to and their concerns treated seriously.

Pregnancy and maternity

No identified concerns.

However, it is evidence based that Domestic Abuse may increase during pregnancy and there is a risk therefore to the mother and unborn.

Race

People from all ethnic groups experience domestic violence.

Black and minority ethnic survivors often face additional challenges in getting support, escaping abuse and receiving justice for the abuse they have experienced (Women's Aid, Survival and Beyond: The Domestic Abuse Report 2017).

One study of black and minority ethnic (BME) domestic abuse service users found that a large number of survivors from a BME background were trapped in relationships by violent perpetrators for a long time; 26% (n=48) had been in a violent relationship for 20 years or more; 18% (n=33) for five years or more (Thiara & Roy, 2012).

Religion or belief

Good practice [guidance](#) (Imkaan and Rights of Women 2016), encourages agencies and practitioners to relate to forced marriage, female genital mutilation and other so called harmful practices as gendered issues, which need to be understood and addressed within the context of other forms of violence against women and girls as well as the wider inequalities experienced by women and girls.

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Female Genital Mutilation

The World Health Organisation (2018) defined Female Genital Mutilation (FGM) as "procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs whether for cultural, religious or other non-therapeutic reasons". FGM is against the law in the UK, and the cultural context in which it takes place is complex. It is vital that practitioners who come into contact with women, children and their families from communities that practise FGM have adequate

knowledge and understanding of the issues to be able to respond appropriately and meet their needs and also to act within contemporary law and policy. Anyone knowing or suspecting that a girl is to be, or has been, subjected to FGM should make a referral to Children's Services Department.

Mandatory reporting duty - regulated health and social care professionals and teachers are required now to report cases of FGM in girls under 18s which they identify in the course of their professional work to the police.

Honour Based Violence

The terms "honour crime" or "honour based violence" or "izzat" embrace a variety of crimes of violence (mainly, but not exclusively, against women), including assault, imprisonment and murder where the person is being punished by their family or community. They are being punished for actually, or allegedly, undermining what the family or community believes to be the correct code of behaviour, the person shows they have not been properly controlled to conform by their family and this is to the "shame" or "dishonour" of the family.

Sex (gender)

The sexual inequality at the heart of domestic abuse intersects with other forms of discrimination, such as racism, homophobia, and disability discrimination (Women's Aid, Survival and Beyond: The Domestic Abuse Report 2017).

All victims should be able to access appropriate support. There are important differences between male violence against women and female violence against men, namely the amount, severity and impact. Women experience higher rates of repeated victimisation and are much more likely to be seriously hurt (Walby & Towers, 2017; Walby & Allen, 2004) or killed than male victims of domestic abuse (ONS, 2017B). Further to that, women are more likely to experience higher levels of fear and are more likely to be subjected to coercive and controlling behaviours (Dobash & Dobash, 2004; Hester, 2013; Myhill, 2015; Myhill, 2017).

Domestic homicide and prosecution statistics highlight these differences in experiences of domestic abuse. In the year ending March 2017 the large majority of defendants in domestic abuse-related prosecutions were men (92%), and the majority (65%) of victims were recorded as female (13% of victims were male and in 21% of prosecutions the sex of the victim was not recorded) (ONS, 2017B).

Sexual orientation

Lesbian and bisexual survivors often face additional challenges in getting support, escaping abuse and receiving justice for the abuse they have experienced (Women's Aid, Survival and Beyond: The Domestic Abuse Report 2017).

Domestic abuse in the lesbian, bisexual, gay and transgender (LGBT) community is also a serious issue. About 25% of LGBT people suffer through violent or threatening relationships with partners or ex-partners which is about the same rates as in domestic abuse against heterosexual women. There are many parallels between LGBT people's experience of domestic abuse and that of heterosexual women, including the impact on the abused partner and the types of abuses such as emotional bullying, physical aggression, threats to harm the victim or other loved ones, social isolation, control of finances, extreme jealousy. However, there are a number of aspects that are unique to LGBT domestic abuse;

- **Outing' as a method of control** – The abuser may threaten to 'out' the victim to friends, family, religious communities, co-workers, and others as a method of control. The abuser may use the close-knit dynamic of the gay and lesbian community and the lack of support for LGBT people outside the community to further pressure the victim into compliance
- **Abuse associated with sexual orientation or gender identity** – For many people, their sexual orientation or gender identity becomes associated with the abuse so that they blame the abuse on being lesbian, gay, bisexual or transgender.

Domestic abuse isn't well recognised in the LGBT community. There is not much information or discussion in the LGBT communities about domestic abuse. Most information on domestic abuse relates to experiences of heterosexual women. This lack of understanding means that some people may not believe it happens in these relationships, not recognise it as domestic abuse and not be clear about how to respond if someone sees this happening to a friend.

Carers

No identified concerns.

Serving Armed Forces personnel, their families and veterans

No identified concerns.

Other identified groups

No identified concerns.

Involvement and consultation

For each engagement activity, briefly outline who was involved, how and when they were engaged, and the key outputs

How have you involved stakeholders with an interest in protected characteristics in gathering evidence or testing the evidence available?

The policy is applicable to members of staff; therefore the views from the CCG Staff Forum have been sought and included where applicable.

How have you involved/ will you involve stakeholders in testing the policy, project or proposals?

There have not been any tests of the policy.

Equality statement

Considering the evidence and engagement activity you listed above, please summarise the findings of the impact of your policy, project or proposal. Consider whether the evidence shows potential for differential impact, if so state whether adverse or positive and for which groups.

Impact summary (statutory considerations)

Age	Positive	Neutral	Negative
Disability	Positive	Neutral	Negative
Sexual orientation	Positive	Neutral	Negative
Race	Positive	Neutral	Negative
Religion or belief	Positive	Neutral	Negative
Gender reassignment	Positive	Neutral	Negative
Sex	Positive	Neutral	Negative
Marriage and civil partnership	Positive	Neutral	Negative
Pregnancy and maternity	Positive	Neutral	Negative

Other policy considerations

Poverty	Positive	Neutral	Negative
Place (Rural versus urban living)	Positive	Neutral	Negative
Serving Armed Forces/ veterans	Positive	Neutral	Negative
Other factors	Positive	Neutral	Negative

Have you identified any positive or negative impacts? **Yes** No

If 'Yes' please provide details below

Positive impacts

Where there is evidence, provide a summary of the positive impact the policy, project or proposal will have for each protected characteristic, and any other relevant group or policy consideration. This should include outlining how equal opportunities will be advanced and good relations fostered between different groups.

The evidence highlights that certain groups may be disproportionately impacted by domestic violence or certain forms of abuse. The policy has therefore been adjusted to have a positive impact for these groups.

Negative impacts

Where there is evidence, provide a summary for each protected characteristic and any other relevant group or policy consideration. If the evidence shows that the policy, project or proposal will or may result in discrimination, harassment or victimisation this **must be** outlined.

The evidence highlights that certain equality groups may be disproportionately negatively impacted by domestic violence, certain forms of abuse or face additional barriers to disclosing abuse or accessing support.

Health inequalities

Please outline any health inequalities highlighted by the evidence (for example, differential access to services or worse health outcomes for particular groups or localities).

The evidence highlights that domestic violence should be seen as part of wider inequalities experienced by women and girls.

Action planning for improvement, and to address health inequalities and discrimination

Please give an outline of the key actions based on any gaps, challenges and opportunities you have identified. Include here any general action to address specific equality issues and data gaps that need to be addressed through consultation or further research.

Action	Person responsible	By date
1. To ensure the policy takes account of children and young people, marriage and civil partnership, pregnancy and maternity, religion or belief and sexual orientation, transgender, race and religion.	Designated Nurse: Safeguarding Children	Completed as part of policy drafting
2. Due to the impact domestic violence can have on children and young people, the policy needs to include information about how staff can refer to child protection services and how to contact safeguarding leads, and refer to Safeguarding Children Policy).	Designated Nurse: Safeguarding Children	Completed as part of policy drafting

For your records

Role(s) of person who carried out this assessment: Designated Nurse: Safeguarding Children

Date assessment completed: April 2018

Date to review actions: When policy is next up for review

Responsible Director: Chief Officer

Date assessment was approved: June 2018