

# STAFF WELLBEING LINE MANAGER BRIEFING

## DOMESTIC VIOLENCE

The Government defines **domestic violence** as: *'Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial, or emotional) between adults who or have been intimate partners or family members, regardless of gender or sexuality'*

Research shows that women are more likely to suffer more serious injury and on-going assaults than men. However, it should be acknowledged that men can experience domestic abuse from their female partner and that domestic abuse also occurs in same-sex relationships.

**One in four women** and **one in six men**<sup>1</sup> will experience domestic abuse at some point in their lifetime. Although these statistics are similar, women often experience repeated abuse for longer than men before reaching out for help. This means that at some point you may work alongside someone that has experienced or is experiencing domestic abuse, as well as those who are perpetrators of abuse.

**Seventy-five per cent** of those experiencing domestic abuse are **targeted at work** and it is often possible for perpetrators to use workplace resources such as phones, email and other means to threaten, harass or abuse their current or former partner.

In November 2013 Duncan Selbie, (PHE CEO) signed the Public Health responsibility Deal on Domestic Violence, making the commitment in the pledge that: *"We will treat people within our organisation with respect and dignity. We will do everything we can to prevent stalking, violence or abuse either in the workplace or that which has an effect on people in the workplace, whether from a colleague, family member or anyone else..."*



PHE has undergone an audit of its policies to ensure that staff affected by domestic violence or abuse can be adequately supported and protected in the workplace. To support our commitment PHE has a network of Workplace Wellbeing Champions who have been given domestic violence awareness as part of their core training programme. Key personnel within HR and Occupational Health have also received enhanced training to support staff who disclose domestic abuse or violence.

<sup>1</sup> Prevalence of intimate partner violence: WHO 2006

## RESOURCES, SUPPORT AND OTHER INFORMATION

There is lots of help and support available to people enduring violence. Here is a selection of the national resources available:

**Women's Aid** is the national domestic abuse charity that helps up to 250,000 women and children every year. They work to end violence against women and children and support domestic and sexual violence services across the country. ([www.womensaid.org.uk](http://www.womensaid.org.uk))

Refuge is one of the largest single providers of specialist accommodation and services to women and children escaping domestic violence, supporting thousands of women and children everyday. ([www.refuge.org.uk](http://www.refuge.org.uk))



## LESBIAN, GAY, TRANS AND SUPPORT

**Broken Rainbow** provides support for lesbian, gay bisexual and transgender people experiencing domestic abuse. **0300 999 5428** ([www.broken-rainbow.org.uk](http://www.broken-rainbow.org.uk))

## SUPPORT FOR WOMEN FROM ETHNIC COMMUNITIES

**Black Association of Women Step Out** is a specialist agency which can provide culturally sensitive and appropriate information and services to black and other minority ethnic group. ([www.bawso.org.uk](http://www.bawso.org.uk))

**Sharan** provides support and advice to South Asian Women. Tel: **0844 504 3231** ([www.sharan.org.uk](http://www.sharan.org.uk))

## SUPPORT FOR PEOPLE WITH DISABILITIES ENDURING VIOLENCE

**Sign Health** supports deaf people experiencing domestic violence ([www.signhealth.org.uk](http://www.signhealth.org.uk)).

## SUPPORT FOR PERPETRATORS

**Respect** is the UK association for professionals working with domestic violence perpetrators and provides a telephone helpline for anyone who is concerned about their own or someone else's behaviour towards their partner (male, female, in heterosexual or same-sex relationships).

**Respect Phonenumber** is open Monday-Friday 9am-5pm, freephone **0808 802 4040** ([www.respect.uk.net](http://www.respect.uk.net)).