



Employee Domestic Violence and Abuse Policy 2019

Contents Page

No.	Section Title	Page Number
1	Policy Statement	
2	Objective	
3	Scope of policy	
4	Definition of Domestic Violence and Abuse	
5	What constitutes domestic abuse and violence	
6	How widespread is domestic violence and abuse?	
7	How does domestic abuse and violence affect colleagues within the workplace?	
8	Disclosure	
9	Safety and Support	
10	Perpetrators of domestic abuse	
11	Manager's role in domestic abuse and violence disclosures/concerns of domestic abuse.	
12	Training and awareness	
13	Anti-discrimination	
14	Policy monitoring and review	
15	Equality impact and assessment	
16	Local support and contact impact	

1. Policy Statement:

Ashfield District Council recognises that its employees will be amongst those affected by domestic violence and abuse either as:

- a survivor of domestic violence,
- an individual who is currently living with domestic violence and abuse,
- someone who has been impacted by a domestic violence and abuse homicide,
- someone whose friends or family have been affected,
- an individual who perpetrates domestic violence and abuse.

Ashfield District Council believes that violence and abuse is unacceptable and a breach of human rights given that everyone has the right to live free from fear and abuse. This Authority is committed to developing a workplace culture in which there is zero tolerance for violence and which recognises that the responsibility for domestic violence and abuse lies with the perpetrator.

Ashfield District Council is committed to reducing domestic violence and abuse, this policy sets out the actions that will be taken in responding to employees who are experiencing domestic violence and abuse and where there are concerns that an employee may be the perpetrator of domestic violence.

By developing an effective Domestic Violence and Abuse Policy and working to mitigate the risks related to domestic violence, we will create a safer workplace and we will also send out a strong message that domestic violence and abuse is unacceptable. Ashfield District Council further recognises that domestic violence is an equalities issue.

2. Objective:

When people are living with Domestic Violence and Abuse, it affects the whole of their lives, including their work. Living with abuse can affect someone's health and safety at work, their performance, and productivity and attendance record. Ashfield District Council recognises its legal responsibilities in promoting the welfare and safety of all employees.

The policy aims to highlight the levels of local support available and increase awareness of the scale of the issues, as well as common signs of Domestic Violence and Abuse (DVA). This is a highly sensitive and personal issue and should be treated as such. Therefore this document may cause some distress to any victims of domestic violence abuse and should be treated carefully. It is crucial however that DVA is seen as serious, recognisable, preventable and an important issue that cannot be ignored. Ashfield District Council strives to create a working environment that promotes this view and help those involved in or experiencing Domestic Violence and Abuse.

3. Scope of Policy:

This policy covers survivors of domestic violence, current victims of domestic violence, and secondary victims of domestic violence homicide and perpetrators of domestic

violence. It applies to staff across all sites as well as agency and contract staff and elected members.

4. Definition of domestic violence and abuse.

For the purposes of the policy, Ashfield District Council, recognises the Government's definition of domestic violence and abuse:

“Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between those over the age of 16 years old who are or have been intimate partners or family members, regardless of gender or sexuality”

Ashfield District Council recognises that domestic violence and abuse is rarely confined to a single incident and typically forms a pattern of coercive or controlling behaviour.

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependant by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.'

This definition also includes 'honour' based violence, female genital mutilation (FGM) and forced marriage. It is recognised that victims can be of any gender, sexual orientation or ethnic group.

5. What constitutes Domestic Violence and Abuse?

As highlighted, Domestic Violence and Abuse can be emotional, psychological, physical, sexual and financial. Domestic Violence and Abuse is rarely a one-off incident and should instead be considered as a pattern of abusive and controlling behaviour through which the abuser seeks power over their victim, which tends to escalate over time.

5.1 Physical violence can include:

Shaking, smacking, punching, burning, shoving, kicking, pinching, hair pulling, Biting, withholding food or medication, withholding access to wheelchairs or other mobility equipment, tying up, stabbing, suffocation, strangling, throwing things, using objects as weapons, causing miscarriage, being thrown, female genital mutilation, 'honour base violence', withholding care.

5.2 Sexual abuse can include:

Forced sex, forced prostitution, ignoring religious prohibitions about sex or insisting on them, not being allowed to use contraception, deliberately passing on sexual infections, sexual humiliation and degradation, being kept pregnant, being forced to have an abortion, preventing breastfeeding, being forced or coerced into taking part in sexual activity that someone is not comfortable with, including watching or making pornography.

5.3 Psychological and emotional abuse can include:

Humiliation and degradation; minimising and denying the abuse; blaming the abuse on cultural beliefs, stress, alcohol or drug use; insulting or belittling a partner, being jealous and possessive; justifying abuse through children; isolating a partner and not allowing them to leave the house, go to work, see friends or family, not allowing them to have access to a mobile phone, or answer the house phone; stalking, watching, following and making constant phone calls to check on a partner's location, threats to 'out' a lesbian, gay, bisexual or transgender partner; report a partner to immigration; harm or murder a partner, children and pets; threaten to commit suicide. Having other relationships which they flaunt, lie to you, belittle sexual performance, blaming for the abuse.

5.4 Financial abuse can include:

Withholding any access to finances; bills; bank accounts; preventing someone bought or how money is spent; running up debts in the partner's name.

It should be recognised that although Domestic Violence and Abuse can take many forms in terms of being physical or not, it will always have a psychological and emotional affects that can be long term damaging to the individual.

6. How widespread is domestic violence and abuse?

Gender is described as a "significant risk factor" as women are more likely than men to experience interpersonal violence, especially sexual violence, and to experience severe and/or repeated incidents of violence and abuse.

However, Ashfield District Council recognises that controlling and abusing behaviour can also occur against men.

Research shows that 75% of victims are targeted at work (from harassing phone calls and abusive partners arriving at the workplace unannounced, to physical assaults).

7. How does domestic abuse and violence affect employees?

Domestic Violence and Abuse can affect the emotional, physical health and wellbeing as well as productivity of employees. Furthermore; they may face increased risk of workplace violence leading to:

- Employee absenteeism and turnover
- Loss of productivity
- Workplace violence that threatens the safety of all employees
- Impact on other employees
- Financial costs

How can it happen at work?

Survivors experiencing Domestic Violence and Abuse may receive harassing or repeated phone calls, text messages, communications on social media, faxes or emails, unwelcome notes left on their vehicles or unplanned visits at work. Survivors may also be followed when travelling to or from work. Perpetrators, who may already know his/her partner's work times, phone numbers and colleagues, pose an increased risk of

workplace violence. Risk will also be increased should the perpetrator and victim work at the same place.

8. Disclosures:

If you are suffering from Domestic Violence and Abuse, you may wish to raise this with someone you feel you can approach such as your line manager, colleague, Domestic Abuse and Vulnerabilities Officer or HR officer. This policy is designed to support you in making that decision and explain what flexibility this might give you and what support is available within the Council and outside of it.

Line managers will not counsel employees as they are not trained appropriately in counselling, however they can offer information, workplace support and signpost to other local organisations.

It can be a relief to tell your manager so they can look at how to resolve with you some of the affects caused as a result of Domestic Violence and Abuse.

8.1 Confidentiality

Employees who disclose experiencing or perpetrating abuse can be assured that the information they provide is confidential and will not be shared with other members of staff without their permission.

There are, however, some circumstances in which confidentiality cannot be assured. These occur when there are concerns about children or vulnerable adults or where the employer needs to act to protect the safety of employees.

In circumstances where the breach of confidentiality is required, the Council will seek specialist advice before doing so. If it decides to proceed in breaching confidentiality after having taken advice, it will discuss with the employee why it is doing so and it will seek the employee's agreement where possible. As far as possible, information will only be shared on a need-to-know basis.

Improper disclosure of information i.e. breaches of confidentiality by any member of staff will be taken seriously and may be subject to disciplinary action.

Employees experiencing domestic violence and abuse may choose to be accompanied at meetings by a colleague, trade union representative or a friend.

8.2 Right to privacy

Ashfield District Council respects employees' right to privacy. Whilst this organisation strongly encourages victims of domestic violence and abuse to disclose domestic violence for the safety of themselves and all those in the workplace, it does not force them to share this information with us if they do not want to.

8.3 Role of colleagues

Ashfield District Council encourages all employees to report if they suspect a colleague is experiencing or perpetrating abuse. Employees should speak to their line manager about their concerns in confidence. In dealing with a disclosure from a colleague, employers should ensure that the person is made aware of this policy and that there is internal and external support available.

9. Safety and Support:

Ashfield District Council will actively support employees to choose an appropriate course of action and will prioritise safety and confidentiality at all times. Notification of abuse to others within the organisation can only be made with permission of the employee concerned and only on a need-to-know basis.

No proof of the Domestic Violence and Abuse is required – an employee's statement is sufficient for access to information on appropriate local agencies and for support to be given. As highlighted, there are, however some circumstances in which confidentiality cannot be assured. These occur when there are concerns about children or vulnerable adults or where the employer needs to act to protect the safety of employees.

Survivors of domestic violence, victims of domestic violence, employees affected by domestic violence homicide and employees who are concerned about their abusive behaviour working for this organisation do not have to keep their experience to themselves; there is help and support available.

Sources of confidential internal and external support available to all employees can be found on the intranet or can be provided by the trained members of staff named above. They can also be found in this policy.

Ashfield District Council recognises that a survivor moving forwards their life so it is free from abuse is a process, not an event, and this organisation will provide ongoing support for employees who disclose abuse. Ashfield District Council will ensure that employees who are victims of domestic violence are never disciplined (where known) because they refused or rejected support and assistance.

9.1 Safety planning

Ashfield District Council will prioritise the safety of employees if they make it known that they are experiencing domestic violence.

When an employee discloses domestic violence, Ashfield District Council will encourage its employees to contact a specialist support agency who can undertake a Domestic and Abuse Stalking and Harassment (DASH) risk assessment or will liaise with appropriately training members of staff within Ashfield District Council where they will undertake a DASH assessment and make appropriate referrals where necessary.

Ashfield District Council will work with the employee and a specialist agency (with the employee's consent) to identify what actions can be taken to increase their personal safety as well as address any risks there may be to colleagues.

9.2 Safeguarding

Ashfield District Council has a responsibility to protect children and vulnerable adults from abuse and ensure that its actions follow the Nottinghamshire Safeguarding Children Board and Safeguarding Adults Procedures. Statistics show that 90% of children are believed to have seen or heard abuse in their home. Abusive relationships can have detrimental effects on a child's physical and mental health. Therefore disclosures will only be made to the appropriate safeguarding agencies such as the Multi-Agency Safeguarding Hub (MASH) via Ashfield District Council's Children's

Safeguarding Lead (contact details included in part 16). It is important to be mindful that the purpose of safeguarding is to ensure that appropriate measures are taken forward to protect the child(ren) and ensure they are living in a safe environment. More information about safeguarding can be accessed via the Ashfield District Council's intranet.

All employees have a responsibility to report any concerns about the welfare of children and vulnerable adults to their line manager immediately. Employees of Ashfield District Council are not, however, responsible for deciding whether abuse has taken place.

Improper disclosure of information, e.g. breaches of confidentiality by any employee, will be taken seriously and may be subject to disciplinary proceedings in line with the Disciplinary Policy.

Full contact details of local support services are included at the end of this policy. However if someone is in immediate danger, always ring 999.

10. Perpetrators of domestic violence and abuse.

Ashfield District Council recognises that both victims and perpetrators of DVA may be working for the Council. Ashfield District Council recognises that it has a role in encouraging and supporting employees to address violent and abusive behaviour of all kinds.

Domestic violence and abuse perpetrated by employees will not be condoned under any circumstances nor will it be treated as a purely private matter. Ashfield District Council recognises that it has a role in encouraging and supporting employees to address violent and abusive behaviour of all kinds.

If an employee approaches Ashfield District Council about their abusive behaviour, the Council will provide information about the services and support available to them.

Ashfield District Council will treat any allegation, disclosure or conviction of a domestic violence related offence on a case-by-case basis with the aim of reducing risk and supporting change.

The use of violence and abusive behaviour by an employee, wherever this occurs, is a breach of the Ashfield District Council's Code of Conduct for disciplinary purposes.

Ashfield District Council's Code of Conduct is intended to inform all staff, irrespective of grade, of the standards of conduct expected of them. It identifies a set of principles governing behaviour by which staff members are expected to abide. Staff members are expected at all times to present high standards of personal integrity and conduct that will not reflect adversely on the organisation and its reputation.

These procedures can be applicable in cases where an employee has:

- Behaved in a way that has harmed or threatened his/her partner
- Possibly committed a criminal offence against his/her partner
- Had an allegation of domestic abuse made against him/her

- Presented concerns about their behaviour within an intimate relationship

This organisation is committed to ensuring that:

- Allegations will be dealt with fairly and in a way that provides support for the person who is the subject of the allegation or disclosure
- All employees will receive guidance and support
- Confidentiality will be maintained and information restricted only to those who have a need-to-know
- Investigations will be sufficiently independent
- All cases will be dealt with quickly avoiding unnecessary delays
- All efforts will be made to resolve the matter within 4-6 weeks, although some cases will take longer because of their nature or complexity

NOTE: This procedure is intended to be safety focussed and supportive rather than punitive.

The accused member of staff will be:

- Treated fairly and honestly
- Helped to understand the concerns expressed and processes involved
- Kept informed of the progress and outcome of any investigation and the implications for any disciplinary process
- Advised to contact their union or professional organisation

There are four potential strands in the consideration of an allegation:

1. A police investigation of a possible criminal offence
2. Disciplinary action by the employer
3. Providing specialist, safety-focused counselling
4. Identifying risk

Any employee who is responsible for giving advice or support to those experiencing domestic abuse needs to be particularly aware of the potential consequences if they are found to be perpetrators.

If a colleague is found to be assisting an abuser in perpetrating the abuse, for example, by giving them access to facilities such as telephones, e-mail or fax machines then they will be seen as having committed a disciplinary offence.

If it becomes evident that an employee has made a malicious allegation that another employee is perpetrating abuse then this will be treated as a serious disciplinary offence and action will be taken.

If the victim of the perpetrator works in the same organisation

In cases where both the victim and the perpetrator of domestic violence work in the organisation, this organisation will take appropriate action.

In addition to considering disciplinary action against the employee who is perpetrating the abuse, action may need to be taken to ensure that the victim and perpetrator do not come into contact in the workplace.

Action may also need to be taken to minimise the potential for the perpetrator to use their position or work resources to find out details about the whereabouts of the victim. This may include a change of duties for one or both employees or withdrawing the perpetrators access to certain computer programs.

Ashfield District Council also reserves the right to consider the use of this policy in conjunction with the Disciplinary Policy should an employee's activities outside of work have an impact on their ability to perform the role for which they are employed and/or be considered to bring the organisation into disrepute.

In some circumstances, it may be deemed inappropriate for the individual to continue in his/her current role(s) due to a caution or conviction. This will be considered in line with the relevant policies including Disciplinary Policy and Redeployment Policy. In these circumstances the possibility of redeployment into an alternative role could be considered.

Ashfield District Council views the use of violence and abusive behaviour by an employee, wherever this occurs, as a breach of the organisation's Code of Conduct for disciplinary purposes.

In cases where both the victim and the perpetrator work in the organisation, Ashfield District Council may take action following an appropriate investigation to ensure that the victim and perpetrator do not come into contact in the workplace.

If a colleague is a perpetrator to a victim who is not employed by Ashfield District Council and they decide to disclose to the organisation about their behaviour, the Council will provide them with information of support services available. Ashfield District Council will encourage he/she to seek support and help from an appropriate source.

Where it becomes known that a colleague has perpetrated DVA via a direct complaint from the victim to the Council, the Council's Disciplinary Procedure should be implemented. The matter will be investigated in accordance with the Council's Code of Conduct and, if appropriate, Disciplinary Policy and procedures.

If a colleague is a victim to a perpetrator who is not employed by Ashfield District Council, the Council will provide advice, guidance and support as detailed in this policy.

11. Manager's role in domestic abuse and violence disclosures /concerns of domestic abuse.

It may be that a member of your team discloses to you that he/she is a victim of DVA. This is a huge step for that person to have taken. It is important to listen, reassure and support the individual and respond in a sensitive and non-judgemental manner.

Remember someone experiencing or affected by DVA may keep quiet for many years before seeking help. Sometimes feeling uncertain of what he/she is experiencing or fearful that more problems will arise by sharing the information.

A manager's role is to:

- Listen and talk through issues that worry the individual and how the Council might help support and protect them.

- Ensure that confidentiality is respected as far as possible.
- Understand that the employee may not wish to approach their line manager and may prefer to involve a third party such as a colleague, the Council's DV Prevention Officer, trade union representative or HR.
- Discuss measures to prioritise safety in the workplace.
- Be aware of what support is available and explore these options with the employee.
- Where DVA has been reported to a line manager he/she may offer employees a broad range of support. This may include, but is not limited to, the following with consideration given to individual circumstances.
- Reasonable leave for relevant appointments, including with support agencies, solicitors, and for court appointments.
- Temporary or permanent changes to working times and patterns.
- Changes to specific duties, for example to avoid potential contact with an abuser in a customer facing role.
- Consideration for redeployment or relocation if suitable/appropriate.
- Measures to ensure a safe working environment, for example changing a telephone number to avoid harassing phone calls.
- Using existing policies, including flexible working. Access to counselling/support services through the Council's Occupational Health.
- Access to courses developed to support female survivors of DVA, for example The Freedom Programme (JUNO Women's Aid /NIDAS) or Strengthening Families (Sure Start).

Line managers will respect the right of employees to make their own decision on the course of action at every stage and should avoid being judgemental. Ashfield District Council recognises that the employee may need time to decide what to do and may try many different options during this process.

12. Training and Awareness Raising:

Ashfield District Council will promote this policy and up to date information and publicity about DVA and local specialist support across the organisation and in other places where appropriate. Training will be delivered to ensure that officers are able to recognise DVA when being disclosed by another colleague or a member of the public. The training will ensure that employees will also be able to respond proactively and appropriately when a disclosure is made.

Ashfield District Council is also mindful that this training may also benefit each employee on a personal level. Some employees may be affected by DVA directly or indirectly and through this training will be able to recognise the support services available to them and how they can be contacted. However some employees may be unable to cope with the training and alternative arrangements should be made.

The training will be undertaken by all employees and will have a three tiered approach.

12.1 Tier 1:

To be attended by employees who have a specific role towards DVA, their direct

line managers, Community Protection Officers, ASB and Nuisance Officers, line managers, Community Protection Officers, ASB and Nuisance Officers, Safeguarding leads, Housing Options and principle officers within Human Resources. This will involve attending a full day awareness training for DVA delivered by Equation.

12.2 Tier 2:

Extended and aspiring leadership, customer facing employees and Human Resources, are required to undertake the e-learning training.

They are also required to attend a two hour session which will give further information about Ashfield District Council's DVA Policy, receiving disclosures, confidentiality and signs and symptoms of DVA.

12.3 Tier 3:

All employees and Elected Members are asked to undertake the e-learning package, which includes an overview of what constitutes DVA, support services available and referral procedures. This package will also include any updates to policies or legislations covering DVA. Ashfield District Council is mindful that not all employees will have access to the eLearning package or may need additional support to complete it, therefore alternative options will be offered and taken forward through their line manager's discretion.

12.4 Tier 4

This organisation is committed to training all line managers on the issue of domestic violence. In addition to specific training courses on the issue, it will be integrated into other relevant training courses. As a minimum, line managers will be trained to:

- Identify if an employee is experiencing difficulties because of domestic violence
- Provide initial support - be clear about available workplace support
- Discuss how the organisation can contribute to safety planning
- Signpost/offer referrals to other organisations
- Understand that they are not counsellors

12.4 Exemption.

There is an exemption process available due to the seriousness and sensitivity of the content within the training which may touch upon emotional impact a survivor of DVA may have or currently be experiencing. Employees are encouraged to contact the Domestic Violence Prevention Officer or their line manager in order to seek exemption. The details of the exemption will not be passed onto Human Resources.

Ashfield District Council will strive to create an environment which is alert to domestic violence and in which employees feel supported to use confidential mechanisms to disclose experiencing abuse or perpetrating abuse. All employees will be made aware of this policy through a range of methods including induction, training, appraisal, leaflets and posters.

13. Anti-Discrimination:

Ashfield District Council will not discriminate against anyone who has been subjected to domestic violence both in terms of current employment or future development.

If an employee discloses domestic violence during disciplinary procedures in relation to performance, absenteeism etc. this will be taken into account. If it is felt that the issue can be resolved by addressing the support or safety needs of the employee the disciplinary process may be suspended.

14. Policy Monitoring and Review:

Mechanisms are in place to monitor and review the policy's effectiveness and ensure appropriate information and publicity about DVA is displayed across the organisation and in other places where appropriate.

This policy will be reviewed every three years unless there are changes in legislation, best practice or other organisational policies which impact on its effectiveness.

15. Equality Impact and Assessment

An Equality Impact Assessment of this policy has been considered, however there are no negative impacts, as the purpose of the policy is to protect those who are vulnerable, supporting change and improving the lives and health and safety of those affected. The policy also aims to address the abusive behaviour of perpetrators working within the organisation.

16. Local Support Information and Contacts

Services will provide advice and support for survivors and professionals.

JUNO Women's Aid

24hr helpline (Nottinghamshire) **0808 800 0340**

For agencies and admin **0115 947 6490**

www.junowomensaid.org.uk

JUNO Women's Aid also provide legal advice, outreach / floating support services for women and children, refuge, pet fostering services and much more.

Refs for Pets (JUNO Women's Aid pet fostering service)

Helpline **0808 800 0340** or **07971 337 264**

sarah@junowomensaid.org.uk

Women's Aid organisations also include signposting for men experiencing Domestic violence or colleagues from lesbian, gay, bisexual or transgender communities.

Victim Support (Catch 22)

Helpline **0300 303 1967** (8am-8pm)

Providing local support to victims and witnesses of crime including male survivors of domestic violence living in Nottingham or Nottinghamshire.

www.catch-22.org.uk/services/victim-care-nottinghamshire/

NIDAS

Telephone No. **01623 683 250**

Provides outreach/floating support for women and children affected and experiencing domestic abuse/violence.

Also provide support for men and women when pursuing injunctions through the court system. This service operates in Ashfield and Mansfield.

Broxtowe Women's Project

Support line- 01773 719111

For agencies and admin - 01773 718555

www.broxtowewomensproject.org.uk

Providing an outreach service and support line to all women living in north Broxtowe Borough and Stapleford areas.

Midlands Women's Aid

Telephone No. **0115 925 7647**

Providing an outreach service alongside refuge to provide a complete package of support to women and families.

www.mwa.org.uk

Equation – formerly known as Nottinghamshire Domestic Violence Forum

Provide information for all survivors, perpetrators and young people affected by domestic abuse, sexual violence, forced marriage, honour based violence or female genital mutilation. They also have a library which includes referral forms and advice leaflets.

www.equation.org.uk

www.thegreatproject.org.uk

www.respectnotfear.org.uk

Also have a specialist Male Service and Male IDVA service- **0115 960 5556**.

Ashfield District Council's Employee Assistance Programme (EAP)

24hr helpline **0800 030 5182**

A free and confidential programme which offers practical and emotional support for all Council employees and their spouse or partner and any children over the age of 16 living at home.

Ashfield District Council's Housing Options Team

Telephone No. **01623 457252**

Out of Hours / Emergency No. **01623 450000**

Relate

Relationship counselling service for individuals who have been affected by domestic abuse. Relate do not work with couples experiencing domestic abuse.

www.relate.org.uk

Notts SVS Service (Sexual Violence and Abuse)

Counselling Help Line: **0115 941 0440**

Admin telephone: **0115 947 0064**

Support survivors of rape and childhood sexual abuse living in Nottingham and Nottinghamshire.

www.nottssvss.org.uk

Topaz Centre (Nottinghamshire sexual assault referral centre)

Telephone No. **0800 085 9993**)

Supports both male and females over 13 who have been raped or sexually assaulted and are living in Nottingham or Nottinghamshire.

www.topazcentre.org.uk

Broken Rainbow Helpline 0300 999 5428 (Mon 2-8pm, Wed 10am-5pm, Thurs. 2-8pm)

Provide telephone support to lesbian, gay, bisexual and transgendered people experiencing abuse.

www.broken-rainbow.org.uk

Men's Advice Line

Helpline **0808 801 0327** (Mon-Fri 10am-1pm and 2-5pm)

A free helpline offering information, advice and support for men in abusive relationships. Emotional support, practical advice, signposting to a range of services including housing and legal options.

www.mensadvice.org.uk

Childline

Helpline **0800 111**

Free, confidential 24hr helpline for young people up to the age of 19. Trained counsellors are available to provide comfort, advice and support.

Support, information and advice to children on all aspects of a child's experience.

www.childline.org.uk

MASH – Multi Agency Safeguarding Hub

Helpline **0300 500 80 90**

Help and advice if you have concerns about a child or vulnerable adults welfare.

Forced Marriage Helpline

Helpline 0800 5999 247 (Honour Network) (9am-9pm, 7 days a week)

www.karmanirvana.org.uk

Forced Marriage Unit (Home Office)

Telephone No. 020 7008 0151

Practical information and sources of advice and help on forced marriages.

www.forcedmarriage.net/home

Forward (Female Genital Mutilation)

Helpline 020 8960 4000 (9.30am to 5.30pm)

www.forwarduk.org.uk

NSPCC (if you feel a child is being abused or is at risk of FGM)

They have a dedicated helpline for FGM which is anonymous.

Helpline 0800 028 3550 (24 hrs)

www.nspcc.org.uk

Perpetrators

Respect is the UK membership association for domestic violence prevention programmes and integrated services. Respect's key focus is on increasing the safety of those experiencing domestic violence through promoting effective interventions with perpetrators.

Available to men and women who would like to change their abusive behaviour.

Telephone No. **0808 802 4040** (Mon-Fri 10am-1pm and 2pm-5pm)

info@respectphoneline.org.uk

www.respect.uk.net