

# Domestic Abuse and Sexual Violence Policy for ICB Employees

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2	To comply with the requirements and compliance with statutory guidance and legislative duties to safeguard adults and children against Domestic Abuse. This involves Working Together (2018) and The Rights of Children.	May 2019	Stephanie Nightingale & Kim Gunn
3	To align with NHSEI Staff Domestic Abuse Policy 2021 and associated statutory amendments from the Domestic Abuse Bill 2019-2021. To include Home working and associated risks.	May 2021	Stephanie Nightingale
4	To be compliant with the Domestic Abuse Act 2021. Introduce Domestic Abuse Ambassador role.	November 2021	Stephanie Nightingale & Caroline Lawrence
5	Updated to reflect new organisation ICB	June 2022	Stephanie Nightingale
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## 1.0 Purpose

This policy is intended as a resource for all staff working for Staffordshire and Stoke-on-Trent Integrated Care Board (hereafter referred to as the ICB) affected by domestic abuse and /or sexual violence and those who are concerned it may be affecting their colleagues. This policy should not be used as a diagnostic tool, nor as therapeutic intervention, but is intended to raise awareness of the duties, roles and responsibilities, staff, line managers and the ICB have when recognising and responding to domestic abuse and sexual violence.

Employers have a duty to safeguard the wellbeing of staff: the statutory guidance accompanying the Domestic Abuse Act 2021 makes clear that employers should consider the impact of domestic abuse on their employees as part of their duty of care. The Worker Protection Act (2023) (amendment of the Equality Act 2010) introduced a new duty on employers to take reasonable steps to prevent sexual harassment of their employees. This policy aims to ensure that victims, survivors and perpetrators of domestic abuse and sexual violence are aware of the support available to them within the Staffordshire and Stoke-on-Trent Integrated Care Board, as well as signposting to external agencies where appropriate; while providing guidance for line managers on how to appropriately support staff. This document also provides advice when a manager becomes aware that a member of their staff is alleged (or otherwise identified e.g. through self-reporting to their manager) to be an alleged perpetrator of domestic abuse and / or sexual violence.

## 2.0 Scope

The ICB support the view that all NHS organisations should be helping to identify violence and abuse earlier and supporting victims to get their lives back sooner. Domestic abuse and sexual violence has the potential to affect every member of staff and on this basis, this guidance is fully inclusive, applying to all employees equally.

The ICB is committed to developing a workforce culture in which there is zero tolerance of domestic abuse and sexual violence. Employees or line managers who are approached by another colleague experiencing domestic abuse and /or sexual violence are expected to follow a compassionate and supportive response aligned to the good practice in this policy. ICB staff should be aware of this policy and act accordingly through the management structure to respond to suspicions of, or actual domestic abuse and / or sexual violence experienced or perpetrated either by themselves or their colleagues within the parameters of this policy, related policies, legal requirements plus their own professional regulators' guidance.

Domestic abuse and sexual violence happens in all communities, regardless of gender, age, disability, gender reassignment, race, religion or belief, sexual orientation, marriage or civil partnership and pregnancy and there is a need to address domestic abuse and sexual violence consistently, regardless of who may be making the allegations.

## 3.0 Definition of Domestic Abuse

The ICB applies the Domestic Abuse Act 2021 statutory definition of domestic abuse as:

*“Behaviour of a person (“A”) towards another person (“B”) is “domestic abuse” if—  
A and B are each aged 16 or over and are personally connected to each other, and the  
behaviour is abusive. Behaviour is “abusive” if it consists of any of the following— physical or*

*sexual abuse; violent or threatening behaviour; controlling or coercive behaviour; economic abuse; psychological, emotional or other abuse; and it does not matter whether the behaviour consists of a single incident or a course of conduct”.*

*Personally connected means married or have been; civil partners or have been; they have agreed to marry (whether or not the agreement has been terminated); they have agreed to a civil partnership (whether or not the agreement has been terminated); they are or have been in an intimate personal relationship with each other; they each have or there has been a time when they have each had a relationship in relation to the same child; they are relatives.*

Economic abuse means any behaviour that has a substantial adverse effect on B’s ability to—acquire, use or maintain money or other property, or obtain goods or services. For the purposes of

this Act A’s behaviour may be behaviour “towards” B despite the fact that it consists of conduct directed at another person (for example, B’s child).

Controlling behaviour can be a range of acts designed to make a person subordinate and/or dependent 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 can be 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 includes all nuances of domestic abuse for example “honour-based” abuse, (HBA), forced marriage (FM) and female genital mutilation (FGM), as well as adolescent to parent/carer abuse and elder abuse.

Domestic abuse can have a devastating impact on children exposed to it in their own home. Under the statutory definition of domestic abuse, a child who sees or hears, or experiences the effects of domestic abuse, and who is related to the person being abused or the perpetrator, is also to be regarded as a victim of domestic abuse.

The impact of domestic abuse can range from loss of self-esteem to loss of life.

Domestic abuse is the abuse of power and control over one person by another. It can take many different forms, including physical, sexual, emotional, verbal and financial abuse. Domestic violence includes, but is not limited to:

- Physical abuse: slapping, pushing, kicking, stabbing, damage to property or items of sentimental value, female genital mutilation, attempted murder or murder.
- Sexual: any non-consensual sexual activity, including rape, sexual assault, coercive sexual activity, or refusing safer sex.
- Restricting freedom: controlling whom you see or where you go, what you wear or what you do, stalking, imprisonment, forced marriage.
- Emotional/psychological abuse: intimidation, social isolation, verbal abuse, humiliation, constant criticism, enforced trivial routines.

- Economic abuse: stealing, depriving or taking control of money, running up debts, withholding benefit books or bank cards.
- Honour abuse: relating to alleged or perceived breaches of the family and / or community's code of behaviour.
- Technology-facilitated abuse: form of controlling behaviour that involves the use of technology as a means to coerce, stalk or harass another person.
- Gaslighting: form of manipulation where the abuser makes the victim question their judgements and reality. This may involve lying, sharing false information, minimising feelings and transferring the blame.
- Non-fatal strangulation: New offence in the Domestic Abuse Act 2021. This is when the perpetrator strangles or intentionally affects the victim's ability to breathe in an attempt to control or intimidate them.
- Child to Parent Abuse: This is becoming recognised as a form of domestic abuse when the young person (perpetrator) is 16 years or over.

### 3.1 Children as Victims of Domestic Abuse

The Domestic Abuse Act 2021 recognises children as victims of domestic abuse. This includes a child who sees or hears or experiences the effects of the abuse and is related to "A" or "B". A child is related to a person if the person is a parent, has parental responsibility or the child and the person are relatives.

## 4.0 Definition of Sexual Violence

The ICB applies the World Health Organisation definition of sexual violence as:

'Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic or otherwise directed against a person's sexuality using coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work.'

Sexual violence can take the form of behaviours below:

Sexual violence: Coercion (physical, using threats, psychological) used to obtain sexual acts, including when the person is unable to consent (because of age, capacity, because they are unconscious) and making unwanted sexual comments. Sexual violence includes rape, sexual assault, sexual harassment, domestic violence, sexual abuse of children, sexual abuse of children and people with mental health problems, stalking, acts of trafficking, sharing of sexual imagery (including digitally).

Sexual abuse: Unwanted sexual activity or non-contact sexual abuse (such as sexually inappropriate comments or sharing nude pictures without consent) that has usually been initiated by force or coercion, through making threats, or by taking advantage of a person who is unable to give consent or does not fully understand the situation.

Sexual assault: 'Sexual assault is where one person intentionally touches another person sexually without their consent. The touching can be done with any part of the body or with an object.' (Crown Prosecution Service)

Sexual disinhibition: Any behaviours (physical, verbal, non-verbal) of a sexual nature which are regarded as socially, culturally or contextually inappropriate. They can happen as a result of illness, neurological damage, effects of medications or other factors.

Sexual harassment: Unwanted behaviour of a sexual nature which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment (Of a sexual nature' may refer to verbal, non-verbal or physical advances including unwelcome sexual advances, sexual jokes, displaying pornographic photographs or drawings, or sending communication via any means with material of a sexual nature).

## **5.0 Domestic Abuse and Sexual Violence in the Workplace**

Employees are always expected to conduct themselves in a way that will not adversely reflect on the ICB and its reputation. Domestic abuse and sexual violence perpetrated by employees will not be condoned under any circumstances, nor will it be treated as a purely private matter.

Employees who are alleged perpetrators must also be aware that conduct outside of work could lead to disciplinary action being taken against them under the ICB disciplinary procedures, however each case will be considered individually and professional opinions and advice sought where required. Depending on the individual circumstances, the conduct could be considered to be gross misconduct.

Employees accused of any issue related to domestic abuse and / or sexual violence should raise this in confidence with their line manager or Human Resources (HR). The ICB will take into account the circumstances and the actions of the employee in raising the issue and seeking help in any disciplinary proceedings which might follow as a result. Support for perpetrators will also be available through local support and signposting of services.

### **5.1 Duties, Roles and Responsibilities**

#### **5.1.1 All Employees**

- All employees have a personal and moral duty to uphold the law and not to engage in domestic abuse or sexual violence and to understand that infractions in this area may impact the confidence the ICB has in terms of good conduct and the confidence in their integrity. All employees have a responsibility to escalate to their line manager or other senior manager any suspicion that a colleague may be a potential or actual victim, or a perpetrator, of domestic abuse and / or sexual violence. All employees should be aware of this policy, and know how to escalate appropriately to seek advice, guidance and support when they are unsure what to do. In the course of their duties employees may have contact with service users and/or colleagues from elsewhere in the service about who they form concerns. In these circumstances support should be sought from their line manager/ HR advisory team.

### **5.1.2 Line managers**

- All managers should be aware of this policy and be able to apply it when they suspect or have identified a staff victim/survivor or perpetrator of domestic abuse and / or sexual violence, including issues escalated to them by team members. The role of a manager is not to deal with the abuse itself but to make it clear that employees will be supported and to outline what help is available and from where, and to escalate the concern as appropriate. Line managers are strongly advised to seek support from HR advisory team regarding any disclosures of domestic abuse and sexual violence.
- It is important to note that this type of abuse is unlikely to be disclosed easily by victims or perpetrators.

### **5.1.3 The Chief Executive Officer and Chief Nurse and Therapies Officer**

- It is the responsibility of the Chief Executive Officer and Chief Nurse and Therapies Officer to ensure that this policy is enforced. They have a legislative duty within the Domestic Abuse Act 2021 to cooperate with any request from the Domestic Abuse Commissioner.

### **5.1.4 Human Resources (HR) Team**

- The HR Team will advise employees and managers regarding the support available for employees experiencing domestic abuse and/or sexual violence within the organisation.
- They will liaise with the Designated Safeguarding Leads where required to ensure issues are picked up appropriately and support is made available to employees experiencing domestic abuse and/or sexual violence, including external signposting.
- Advice will be provided for managers on formal HR action under organisational policies e.g. disciplinary, and flexibilities to support victims e.g. under special leave policies.
- This will include how any actions of someone alleged to be a perpetrator of domestic abuse or sexual violence will be managed when there are concerns that their actions may impact upon their fitness to undertake their role within the ICB.

### **5.1.5 Designated Safeguarding Leads**

- The Designated Safeguarding Leads for Adults and Children will provide ongoing support and advice to managers of any staff affected, to ensure appropriate signposting to local domestic abuse/sexual violence support services is in place.
- They will offer advice and support to HR and all employees in relation to sexual violence, domestic abuse and safeguarding issues, including links to the Local Authority Designated Officer and the Persons in Positions of Trust, MARAC

referrals, coordination, and processes. There is a requirement for a Designated Safeguarding Lead to act as the Domestic Abuse and Sexual Violence Lead in response to NHS England's Domestic Abuse and Sexual Violence (DASV) Programme.

### 5.1.6 Domestic Abuse Ambassadors

- The health and wellbeing of employees is important to Staffordshire & Stoke-on-Trent ICB and as part of the pledge to provide workplace champions the Ambassador role is available for employees to contact should they require advice, support and guidance. Ambassadors are fully trained to respond to domestic abuse in all its forms and will treat you with respect and in confidence without judgement.
- They will act as an advocate to support difficult conversations with line managers or external authorities and will update and educate the organisation through regular communications, news items and campaigns.

## 6.0 Responding to Domestic Abuse and Sexual Violence

It is not the responsibility of the ICB manager or employee receiving a disclosure to give advice on what direct action should be taken by the victim of abuse. Poorly informed advice such as to leave an abusive relationship can be dangerous for those involved and victims are at increased risk of assault.

### 6.1 Procedure for Raising Concerns about Domestic Abuse and Sexual Violence

Disclosure - Upon receipt of the initial disclosure of domestic abuse and/or sexual violence, the employee should ensure that the conversation is continued as part of a private discussion and in an environment in which the person feels safe. This may help them to talk about any domestic abuse and/or sexual violence, to know that they are not alone, to feel that they will be believed and that their experiences are not unusual.

The employee should advise the person that it may be necessary for the involvement by a third party agency in order to offer the most appropriate support and minimise the risk of further abuse. From the outset the employee will seek the consent of the person to disclose this information to a third-party agency, ***this consent may not be a necessity where there are safeguarding concerns relating either to children or an adult at risk***. If the employee is unclear as to whether the disclosure meets the threshold for either a child or adult safeguarding referral advice should be sought from the ICB Safeguarding Team. It should be explained to the individual that this information will only be shared where absolutely necessary (see appendix 1 for guidance on handling a disclosure or concern of domestic abuse or sexual violence).

Non-Disclosure – Decide if you are the appropriate person to inquire further. If not, then report your concern to the individual's line manager. Where indicated use the appropriate procedures for safeguarding children as above. If you have reason to believe the employee is at risk of or experiencing domestic abuse or sexual violence, it is best practice to be honest about your concerns and ask direct questions regarding their

experiences (see appendix 2). Asking direct questions is less likely to compromise the safety of the victim experiencing abuse.

Providing contact details for local domestic abuse and sexual violence services and signposting victims to the appropriate support is essential in all cases of disclosure or non-disclosure. Detailed records should be completed and filed confidentially.

## 6.2 Home Working and Domestic Abuse and Sexual Violence

For victims of domestic abuse and / or sexual violence, working from home may be particularly difficult and they may require support from their employer. These colleagues may have previously found their place of work outside the family home to be a place of safety, and there would be opportunities to make a disclosure, or for colleagues to recognise potential signs such as bruising or a colleague becoming fearful, agitated or withdrawn, especially towards the end of the day when a victim will soon return to a less safe environment.

It is important that colleagues remain vigilant when conducting meetings remotely so they can spot subtle signs which might prompt them to ask, "**How safe do you feel at home**"?

Always remind people that if they or someone they know is in immediate danger to call **999** and ask for the Police. The local referral pathway for domestic abuse and sexual violence services for victims and perpetrators is **New Era**:

Telephone: **0300 303 3778** or email: [new-era@victimsupport.cjism.net](mailto:new-era@victimsupport.cjism.net)

Remember- it is impossible to know who is also in the room when conducting a meeting remotely and perpetrators may monitor text messages. If unsure, arrange to meet your colleague in a safe place to discuss your concerns. Use of computer cameras can be vital; ask for cameras to be on and any reluctance is to be considered a cause for concern where there have been ongoing concerns for this employee. Ensure that line managers have sufficient structured contact with all team members, including any who are subject to sickness leave.

## 7.0 Safeguarding Children Involved in Domestic Abuse and / or Sexual Violence

Witnessing domestic abuse and/or sexual violence is a form of child abuse. It has a significant emotional impact on children and is a safeguarding concern. Due to the damaging impact that witnessing domestic abuse and/or sexual violence has on children, if an individual who discloses this type of abuse has children, **a referral will always need to be made to Children's and Families Social Care**. A referral to Children's and Families Social Care is needed in all domestic abuse and sexual violence situations where there are children involved or live in the household. This is regardless of whether the child was physically hurt during the incident, or directly witnessed the incident (such as they were in another room, or asleep when the incident happened) or has been impacted emotionally by the abuse.

A referral is needed so that further enquiries can be made; assessments conducted and appropriate safeguarding action taken. **A referral should be made if the victim is pregnant.**

A referral to Children's and Families Social Care can create anxiety and stress for victims. It is important to reassure the individual that Children's and Families Social Care will work with them so that they and their children can be protected and safe. A child protection referral needs to be made in accordance with the ICB Safeguarding Children Policy or the Local Safeguarding Children Partnership's Policies and Procedures.

## **8.0 Supporting Staff Experiencing Domestic Abuse and/or Sexual Violence**

The ICB aim to respond sympathetically, effectively and confidentially to any member of staff who discloses that they are suffering from domestic abuse and / or sexual violence and are committed to supporting our employees. The ICB will work with the employee, and where agreed other agencies, to identify what actions can be taken to increase their personal safety as well as address any risks there may be to colleagues. The ICB will not discriminate against anyone who has been subjected to domestic violence and / or sexual violence in terms of their existing employment or career development.

Members of staff who experience domestic abuse and / or sexual violence may choose to disclose, report to or seek support from a staff side representative, a manager, or colleague. The ICB also have employees who are identified as Domestic Abuse Ambassadors or Mental Health First Aiders. Domestic Abuse Ambassadors who receive information from employees about domestic abuse and or sexual violence will not counsel victims and perpetrators, but can offer a listening ear, information, workplace support, and signpost other organisations that may provide help and support. Incidents reported to have occurred in the workplace will be reported to HR and the Safeguarding Team and appropriate action taken in line with the most relevant ICB policy.

Both the Named GPs for Safeguarding and the Designated Nurses for Safeguarding are also available to provide support for members of staff. They can also provide guidance for managers and staff side representatives who have concerns about domestic abuse.

Employee's right to confidentiality and discretion around personal details of employees will be respected (addresses, telephone numbers, work locations). However, cases where there are believed to be safeguarding concerns either relating to children or adults with care and support needs at risk of abuse, there is a statutory obligation upon the ICB to share this information and confidentiality cannot be guaranteed.

### **8.1 Support for Line Managers dealing with Employee Perpetrators**

Domestic abuse and/or sexual violence perpetrated by employees will not be condoned under any circumstances nor will it be treated as a purely private matter. The ICB recognise that alleged perpetrators of domestic abuse may wish to seek help and support voluntarily. It is strongly advised that line managers seek support from the HR advisory team regarding allegations of domestic abuse and how they will be addressed. If appropriate, this may be via Disciplinary Procedures and may also include referrals to the Local Authority Designated Officer (LADO) and alleged perpetrators who are a Person in a Position of Trust (PiPoT). If appropriate, suspension from duty without prejudice on full pay may be required. In cases where criminal proceedings may be ongoing, then Police advice will be sought by HR, before initiating internal disciplinary investigations.

The alleged perpetrator will be provided with information about the services and support available to them including line manager support, HR, Occupational Health and referral or signposting to external agencies or perpetrator programmes such as Respect UK, if appropriate.

The ICB will treat any allegation, disclosure or conviction of a domestic abuse and or sexual violence related offence on a case-by-case basis with the aim of reducing risk and supporting change. There are four potential strands in the consideration of an allegation:

- a police investigation of a possible criminal offence;
- disciplinary action by the employer;
- signposting to specialist counselling;
- Identifying risk.

An individual cautioned or convicted of a criminal offence may be subject to the organisation's code of conduct policy and procedure.

## 8.2 When Both Victims and Perpetrators are Employees

In cases where both the victim and perpetrator of domestic abuse and / or sexual violence work for the ICB, appropriate action will be taken to support both employees within the parameters set out in this policy. Action may need to be taken to ensure that the victim and perpetrator do not encounter each other in the workplace, in order to ensure the safety of the victim. Victims and perpetrators living and working at home together will be considered at **high risk** requiring additional support from specialist services, including Children and Families Social Care if children are involved and Adult Social Care if adults with care and support needs are involved.

There should be consideration to minimise the potential for the alleged 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 or limiting the perpetrators computer and work mobile access. If the parties cannot be safely separated and the allegations are of sufficient gravity, then suspension from duty without prejudice on full pay may be required. Further advice can be sought from the HR advisory team.

For more information about domestic abuse and sexual violence, including the nuanced forms of domestic abuse and helplines for victims, survivors and perpetrators can be found in [appendices 1-3](#) and on the NHS safeguarding app which can be accessed via *Apple iOS*, *Google Play* or it can be downloaded by visiting your device's appropriate app store and searching for '*NHS Safeguarding*.'

## **Appendix 1: The Procedure of Handling a Disclosure or Concern of Domestic Violence and / or Sexual Violence**

1. Use this document as a record of conversation with the member of staff.
2. Take the person to a confidential place/office and ensure you advise a colleague.
3. Obtain safe and secure contact details.
4. Establish (if over the phone) whether they are injured. Do they need the police?
5. Once in a confidential space it is important to try and put the individual at ease. Giving clear and simple messages such as:
  - They are not to blame or responsible for what has happened.
  - Violence and abuse in relationships is very common.
  - Help is available; you can put them in touch with specialist support services if they want this.
  - You are concerned about their wellbeing and safety.
  - Telling someone about what is happening is an important step in helping them (and any children) to get support and be safe.
6. Explain that you are able to sign post them to a specialist domestic violence and sexual violence service for victim and perpetrator support and sustainable recovery.
7. Consider contacting the safeguarding team to advise them of the disclosure and the action you have taken.
8. Record the incident.
9. Keep the individual's information secure.

**Record of Conversation and Support: Domestic Abuse**

Staff Name: \_\_\_\_\_ Date: \_\_\_\_\_ Line Manager: \_\_\_\_\_

**Background**

Overview of the domestic abuse and /or sexual violence which has occurred/is at risk of occurring.

(The employee can share and record as much or as little as they feel able).

**Home circumstance:**

Employee and perpetrator live together  Employee and perpetrator live separately

Has local Independent Domestic Abuse and Sexual Violence Advisor support been identified and sought?

Yes  No  N/A

**Workplace Action Plan**

General	Yes	No	Comment/Action
Has the perpetrator threatened you at work? (in person, over the phone, via email)			
Are you concerned the perpetrator may come to the workplace? Has this happened before?			

Travel	Yes	No	Comment/Action
Has stalking been a problem?			
Do you have any concern about your safety on your commute to and from work?			
Do you have any concern about travelling (if required) as part of your role?			
Would a travel buddy system with another colleague be helpful?			
Do you have any concerns about car parking either at your work base or whilst you are away from your base on work business?			
Working Conditions	Yes	No	Comment/Action
Do you have any concern for your safety relating to your current work pattern?			
Do you have any concern about your work environment ie: home, desk location in the Hub, availability of phone number/contact details?			
Do you require time off to attend any appointments or meetings relating to domestic abuse or sexual violence?			

Would it help to have meetings arranged in the workplace/ Hub?			
<b>Other</b>	<b>Yes</b>	<b>No</b>	<b>Comment/Action</b>
Are there any forms of communication that should be avoided?			
Has a response/contact system been developed if you are late/absent from work?			
Are there any work colleagues that you would like to share this plan with?			
Any other actions or relevant information:			

This document may be reviewed and amended as necessary with the agreement of the employee.

- As the employee, I will let my line manager know if there are changes which will affect the above agreed actions. We will then meet privately to discuss any further action or changes that could be made.
- As the line manager, if I notice a prolonged change at work or if the adjustments are not working, we will meet privately to discuss what needs to be done.
- Relevant and proportionate information provided within this checklist may need to be shared with appropriate persons to enable a supportive safety plan to be established.
- This document should be stored securely in accordance with Information Governance requirements.

I, the named employee, consider the actions agreed will help improve my safety in the workplace.

Employee Name..... Signature.....

Date...../...../.....

## **Appendix 2: Examples of Direct Inquiry Questions and Statements:**

- Are you in a relationship with someone who hurts or threatens you? Did someone cause these injuries to you?
- Do you feel frightened or controlled by your partner, or other people at home? How safe do you feel?
- Has your partner ever destroyed things that you cared about? Threatened or abused you or your children?
- Your partner seems very concerned and anxious about you. Sometimes people react like that when they feel guilty. Was he / she responsible for your injuries?
- One in four women and one in six men face abuse in their home during their lifetime. This is more common than you think and as an organisation we can support you and your family to be safe.

### **Appendix 3: Domestic abuse support Services Contact Details**

**New Era** is the holistic Domestic Abuse (DA) service operating across Staffordshire and Stoke-on-Trent from 1 October 2018, offering help to all those affected by domestic abuse and /or sexual violence in Staffordshire or Stoke-on-Trent, New Era provides free and confidential support for victims, perpetrators and their families.

#### **Support for victims:**

24-hours a day, 7-days a week, specialised help is available for all victims. The service also provides a web chat facility.

New Era aims to end relationship abuse through a wide range of individual and group support for adults, children and young people for as long as they need it. This is provided by Victim Support based here in Staffordshire and Stoke-on-Trent.

#### **Victim Referral Process:**

New Era Domestic Abuse service have created a secure web referral form for referring agencies to use. This will replace the need to complete and email our referral form(s) to our CJSM or Victim Support email addresses. To refer to New Era via the web referral, please click on the link below and follow the process according to whom you are referring. Hopefully, this link can be added to your intranet or shared drive for ease of access:

<https://new-era.egressforms.com>

#### **Support for perpetrators:**

Anyone that's displaying unhealthy or abusive behaviour within their relationship and wants to change this can access help from New Era. New Era Perpetrator services can also help children under 16 years of age who need help with relationship based behaviour or are in need of one to one guidance around healthy relationships.

#### **Perpetrator Referral Process:**

Telephone: 01785 601690 or 0300 373 5772

Email: [new-era@rrpgov.uk](mailto:new-era@rrpgov.uk) or [behaviour-change@new-era.uk](mailto:behaviour-change@new-era.uk)

#### **ICB Domestic Abuse Ambassadors:**

Jane Mullock - [Jane.Mullock@staffsstoke.icb.nhs.uk](mailto:Jane.Mullock@staffsstoke.icb.nhs.uk)

Karen Franklin - [Karen.Franklin@staffsstoke.icb.nhs.uk](mailto:Karen.Franklin@staffsstoke.icb.nhs.uk)

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James Knight – [James.Knight@staffsstoke.icb.nhs.uk](mailto:James.Knight@staffsstoke.icb.nhs.uk)

Agency	Contact Details	Description of Service
<b>Staffordshire Women's Aid</b>	0300 330 5959 (24 hrs)  <a href="mailto:Enquiries@staffordshirewomensaid.org">Enquiries@staffordshirewomensaid.org</a>	<ul style="list-style-type: none"> <li>• Specialist domestic abuse outreach support for men, women and children in the community</li> <li>• Refuge accommodation for women and children</li> <li>• Independent Domestic Violence Adviser (IDVA)</li> <li>• Independent Sexual Violence Adviser (ISVA)</li> <li>• Accepts agency and self-referrals</li> </ul>
<b>Pathway</b>	01543 676800 (24 hrs) <a href="mailto:talktoeve@pathway-project.co.uk">talktoeve@pathway-project.co.uk</a>	<ul style="list-style-type: none"> <li>• Specialist domestic abuse outreach support for men, women and children in the community</li> <li>• Refuge accommodation for women and children</li> <li>• Independent Domestic Violence Adviser (IDVA)</li> <li>• Independent Sexual Violence Adviser (ISVA)</li> <li>• Accepts agency and self-referrals</li> </ul>
<b>Savana</b>	01782 433204 Mon-Fri 9am-5pm with 24 hr message line – staff will return call within 24 hours  <a href="mailto:info@savana.org.uk">info@savana.org.uk</a>	<ul style="list-style-type: none"> <li>• Specialist sexual abuse counselling for anyone aged 4 and upwards in Stoke-On-Trent</li> <li>• Independent Sexual Violence Adviser (ISVA)</li> <li>• Accepts agency and self-referrals</li> <li>• Website: <a href="http://www.savana.org.uk">www.savana.org.uk</a></li> </ul>
<b>Sexual Abuse Rape Advice Centre (SARAC)</b>	01283 517185	<ul style="list-style-type: none"> <li>• Offers confidential support for people in Burton, Lichfield, Tamworth, Uttoxeter, Swadlincote and South Derbyshire who are at risk or have experienced sexual violence.</li> </ul>
<b>Rape Crisis England and Wales</b>	0808 500 2222  <a href="https://rapecrisis.org.uk">https://rapecrisis.org.uk</a>	<ul style="list-style-type: none"> <li>• 24/7 Rape and Sexual Abuse Support for anyone 16+ years old.</li> <li>• Online chat service.</li> </ul>
<b>Victim Support</b>	0808 168 9111 (24 hrs)	<p>Trained volunteers offer:</p> <ul style="list-style-type: none"> <li>• someone to talk to in confidence</li> <li>• information on police and court procedures</li> <li>• information about compensation and insurance</li> <li>• Website: <a href="http://www.victimsupport.org.uk">www.victimsupport.org.uk</a></li> </ul>

<b>Sexual Assault Referral Centre (SARC)</b>	0800 970 0372  (Agency referrals – 24 hour Self-referrals 9.00am – 5.00pm)  <a href="mailto:info@grangepark.org.uk">info@grangepark.org.uk</a>	<ul style="list-style-type: none"> <li>• Provides access to a comprehensive forensic medical examination for men, women and children who have been sexually assaulted within the last seven days.</li> <li>• The service is available whether or not the client chooses to report the assault to the Police.</li> <li>• Accepts agency referrals (24 hour) and self-referrals (9.00am – 5.00pm)</li> <li>• Website: <a href="https://grangepark.org.uk">https://grangepark.org.uk</a></li> </ul>
New Era Victim Support	<b>Advice: 0300 303 3778</b> (24 hrs) <a href="https://www.victimsupport.org.uk/help-and-support/get-help/support-near-you/">https://www.victimsupport.org.uk/help-and-support/get-help/support-near-you/</a>	New Era is the holistic Domestic Abuse (DA) service operating across Staffordshire and Stoke-on-Trent, providing free and confidential support for victims, perpetrators and their families.

<b>Wolverhampton</b>		
The Haven	08000 194 400 (24 hrs)  <a href="mailto:info@havenrefuge.org.uk">info@havenrefuge.org.uk</a>	<ul style="list-style-type: none"> <li>• Helpline which supports women and dependent children who are vulnerable to domestic violence, homelessness and abuse.</li> <li>• Website: <a href="http://www.havenrefuge.org.uk">www.havenrefuge.org.uk</a></li> </ul>

## Further Sources of Support

<b>National Helplines</b>		
<b>Respect Phonenumber - for victims and perpetrators</b>	0808 802 4040  Mon –Fri 9am-8pm <a href="mailto:info@respectphoneline.org.uk">info@respectphoneline.org.uk</a>	<ul style="list-style-type: none"> <li>• Confidential helpline for people who are abusive and/or violent towards their partners</li> <li>• Practitioners can access advice and guidance Website: <a href="http://www.respectphoneline.org.uk/">http://www.respectphoneline.org.uk/</a></li> <li>• Respect operates two helplines: Men’s Advice Line, a confidential helpline for male victims of domestic abuse and those supporting them 0808 8010327 (<a href="http://www.mensadviceline.org.uk">www.mensadviceline.org.uk</a>) and the Respect Phonenumber, a confidential helpline for men and women who are harming their partners and families and those supporting them, 0808 8024040 (<a href="http://www.respectphoneline.org.uk">www.respectphoneline.org.uk</a>)</li> </ul>
<b>National Domestic Violence Helpline</b>	0808 2000 247 (24hr)	<ul style="list-style-type: none"> <li>• Freephone 24 Hour Domestic Violence Helpline</li> <li>• Translation facilities for callers whose first language is not English, and a service for callers who are deaf or hard of hearing are available</li> </ul>

		<ul style="list-style-type: none"> <li>Website: <a href="http://www.nationaldomesticviolencehelpline.org.uk">http://www.nationaldomesticviolencehelpline.org.uk</a></li> </ul>
<b>galop</b>	0800 999 5428 Email: <a href="mailto:help@galop.org.uk">help@galop.org.uk</a>	<ul style="list-style-type: none"> <li>Support for lesbian, gay, bisexual and transgender (LGBT) people experiencing domestic violence</li> <li>Website: <a href="http://www.galop.org.uk/">http://www.galop.org.uk/</a></li> </ul>
<b>Forced Marriage Unit</b>	0207 008 0151 (24hrs) Email: <a href="mailto:fmu@fcdo.gov.uk">fmu@fcdo.gov.uk</a>	<ul style="list-style-type: none"> <li>The Forced Marriage Unit (FMU) is a joint Foreign, Commonwealth and Development Office (FCDO) and Home Office unit which leads on the government's forced marriage policy, outreach and casework. It operates both inside the UK and overseas.</li> <li>Website: <a href="https://www.gov.uk/guidance/forcedmarriage">https://www.gov.uk/guidance/forcedmarriage</a></li> </ul>
<b>Forward</b>	0208 960 4000  Email: <a href="mailto:forward@forwarduk.org.uk">forward@forwarduk.org.uk</a>	<ul style="list-style-type: none"> <li>An African Diaspora led UK-registered campaign and support charity dedicated to advancing and safeguarding the health and rights of African girls and women, in particular female genital mutilation and forced and child marriage</li> <li>Website: <a href="http://www.forwarduk.org.uk/">http://www.forwarduk.org.uk/</a></li> </ul>
<b>Karma Nirvana</b>	0800 5999 247 Mon-Fri 9am-5pm Email: <a href="mailto:info@karmanirvana.org.uk">info@karmanirvana.org.uk</a>	<ul style="list-style-type: none"> <li>Supporting all victims of honour-based abuse and forced marriage</li> <li>Website: <a href="http://www.karmanirvana.org.uk/">http://www.karmanirvana.org.uk/</a></li> </ul>