

**Domestic Abuse Policy
School Business Managers Forum
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Working for Hackney

Overview

- What is domestic abuse?
- What can staff expect from your school as their employer?
- What help is available from Hackney Council?
- What can staff expect from the school if they harm others?

Why do we have a Domestic Abuse Policy?

- 1 in 4 women and 1 in 6 men in the UK are believed to have endured domestic abuse in their lifetime.
- Around two women each week and one man each month are killed in England and Wales by a current or former partner.
- Duty of care to support and protect your staff
- Clear and robust policy and guidance in place for managers and staff

What is Domestic Abuse?

- Behaviour of a person towards another person is “domestic abuse” if
 - (a) People concerned are each **aged 16 or over** and are **personally connected to each other**, and
 - (b) **the behaviour is abusive.**
- Behaviour is “abusive” if it consists of any of the following—
 - (a) **physical** or **sexual** abuse;
 - (b) **violent** or **threatening** behaviour;
 - (c) **controlling** or **coercive** behaviour;
 - (d) **economic** abuse;
 - (e) **psychological, emotional** or **other** abuse;
- It does not matter whether the behaviour consists of a single incident or a course of conduct.

Children have been given **statutory recognition as “victims”**
if they **see, hear or experience the effects** of abuse

What can staff expect from the school as an employer?

Schools should be promoting the message to staff: * No-one should be harming you *

Support available to staff includes:

- Paid Domestic Abuse Leave
- Workplace flexibility
- Advice and support from the school's Employee Assistance Programme
- **Hackney Council:** Advice and support from the [Domestic Abuse Intervention Service](#)
(or another agency if preferred)*

How can managers support staff?

- Managers follow [Domestic Abuse: Guidance for senior leaders and line managers](#)
- Helps managers recognise + respond to domestic abuse
- Focused on keeping staff safe
- Sets out practical ways staff can be supported by your school

What can staff expect from the school as an employer?

Steps to increase safety may include:

- Flexibility - working times, patterns, location
- Enhanced safety - considering journey to and from work, adapting public-facing role, modifying work duties, changing/diverting work email / phone number, reviewing building security
- Update next of kin / emergency contact details
- Inform Headteacher

What can staff expect from the school as employer?

Paid Domestic Abuse Leave

- Available to up to 20 days for employees with dependents
- Available up to 10 days for employees without dependents
- Available to anyone leaving an abusive relationship
- Applies equally across the workforce
- Available as a day one right (no qualifying service is needed)
- Can be taken in one block or in individual days or part days

What can staff expect from the schools as an employer?

Paid Domestic Abuse Leave

- Provides time to make arrangements, e.g.
 - getting medical help
 - going to court / speaking to solicitors
 - relocating
 - replacing locks / broken property
 - looking after themselves such as getting counselling
- With dependents, further time may be needed for example time to find a new school and settle in children

What can staff expect from Hackney Council

Signposting to Support

- Support can be provided by the [Domestic Abuse Intervention Service](#) (DAIS)
- DAIS work with anyone regardless of whether they want to leave / remain in the relationship
- The service will meet with staff discreetly and restrict access to case file
- DAIS assess risk, work to increase safety, support staff with legal/police
- Service can be provided by DAIS directly or can signpost / refer to alternative domestic abuse support
- DAIS can work with people harming others through domestic abuse to help change behaviour / reduce risk

What can staff expect from the school if they harm others?

- School leaders may become aware through a direct police notification
- Other council services may learn of an employee's behaviour e.g. referral regarding safeguarding children / adults or a domestic abuse agency
- School leaders/managers may become concerned through their observations
- Staff have a duty to inform their manager if charged with an offence
- If abusive indicator indicates a risk to children in a work setting this will need to be discussed with the LADO ([Local Authority Designated Officer](#))
- Position is clear Domestic Abuse is against the law and potentially in breach of the Code of Conduct
- The school may take disciplinary action where applicable.
- Not condoning or excusing behaviour but may work with the perpetrator who wants to change their behaviour once criminal and safeguarding processes have been completed

What can staff expect from the school if they harm others?

- School will follow it's safeguarding procedures including potential referral to the LADO ([Local Authority Designated Officer](#))
- Domestic abuse is against the law
- Breach of the school's Code of Conduct - abusive behaviour outside of work could result in formal disciplinary action up to Gross Misconduct
- Seeking to change behaviour: signpost to organisations that can support behavior change eg DAIS and flexible working/period of leave.

What we would like you to do now: raise awareness

Dedicated [Domestic Abuse page](#) on the HR page on the S4S website.

- [Domestic Abuse Policy](#)
- [Domestic Abuse - Guidance for School leaders/line managers](#)
- [Domestic Abuse - Guidance for staff](#)

The page also includes a communication and video for you to send to your staff. Please make sure staff can access resources discreetly and confidentiality.

- The Domestic Abuse page and resources will be launched in [February's newsletter](#) - pam.shaw@hackney.gov.uk.
- In the future keep an eye out for campaigns like the 16 days of activism- we will add them into the HR newsletter / Safeguarding newsletter.
- Training available either [online through CHSCP Portal](#) or in person from DAIS dais@hackney.gov.uk
- You can order posters for your staff/public areas from DAIS dais@hackney.gov.uk
- Share the Domestic Abuse Policy and guidance with new staff and managers during their induction
- Designated Safeguarding Forum

Questions / Discussion