

Sheffield City Council

Employment Issues and Domestic Abuse Policy

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Stonewall
DIVERSITY CHAMPION



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SHEFFIELD CITY COUNCIL

EMPLOYMENT ISSUES AND DOMESTIC ABUSE POLICY

1. Introduction

- 1.1. This policy forms part of Sheffield City Council's commitment to [Fairness](#) which is at the heart of our values. We believe that everyone should get a fair chance to succeed in Sheffield. The Council's values are integral to all aspects of day-to-day life in the organisation and underpin the application of all our employment policies and procedures.

2. Definition of Domestic Abuse

- 2.1. The Government has a definition of domestic violence and abuse which 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. This can encompass, but is not limited to, the following types of abuse: psychological, physical, sexual, financial, and emotional.

'Controlling behaviour is: 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 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.'

Coercive control is recognised as an offence in the Serious Crime Act 2015 (Section 5) where someone in an intimate or family relationship 'repeatedly or continuously engages in behaviour towards another person (B) that is controlling or coercive' and this has a 'serious effect'.¹

- 2.2 The Government definition, which is not currently a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.

¹ <http://www.legislation.gov.uk/ukpga/2015/9/section/76/enacted>

The Domestic Abuse Bill 2020 proposes that this definition should be statutory.²

- 2.3** This Council policy applies equally to all employees who need help and advice. Domestic abuse happens in all cultures and social groups at similar levels. It is mostly women who are abused by male partners or ex-partners**, but men can experience domestic abuse and women can be abusers. Both women and men can suffer domestic abuse in same-sex relationships. Children are badly affected by living with and witnessing domestic abuse and teens and young people can be vulnerable to abuse in their own relationships. Young people can be abusive to their parents and carers can be abusive to the people in their care.
- 2.4** Although Domestic abuse can be experienced by anyone, crime statistics and research both show that the overwhelming majority of those who report domestic abuse are women. However staff should remember that men can and do experience domestic abuse

3 Council Commitment

If you are experiencing domestic abuse, you may feel frightened or ashamed, but many people have been in your position. **It is not your fault and you are not alone.** There is help and support available in Sheffield, from people who will believe you and who understand how devastating abuse can be. Sheffield has a Domestic Abuse Helpline, provided by [IDAS](https://www.idas.org.uk) which can be contacted on 0808 808 241 or via email info@idas.org.uk or you can find information at www.sheffielddact.org.uk or www.idas.org.uk.

- 3.3** The Council is committed to responding proactively to domestic abuse and recognised that this affects many individuals across the City. It is essential therefore that the working environment promotes the view that abuse against people is unacceptable and that such abuse will not be condoned or made the subject of jokes or graphics.
- 3.4** The Council also recognises that some employees may be perpetrators of domestic abuse. The Council Code of Conduct makes it clear that activities outside work can have an impact on an employment relationship within the Council. Where an employee is an alleged perpetrator of domestic abuse this matter will be taken seriously by the Council, depending on the circumstances of the case, this may result in disciplinary action. However the Council's main concern will be the safety of the person experiencing domestic abuse and an assessment of the risk of investigation will be carried out before action is taken. It may also be appropriate for a manager to support an employee who is seeking help to address their

² <https://www.gov.uk/government/publications/domestic-abuse-bill-2020-factsheets/statutory-definition-of-domestic-abuse-factsheet>

behaviour. Sheffield has a voluntary programme for people needing support to change their abusive behaviour - [Inspire to Change](#).

- 3.5** The Council is committed to taking all reasonable steps to minimise the risks to safety of its employees whilst at work if they are known to have experienced or be experiencing domestic abuse.
- 3.6** The Council is committed to providing a supportive environment for those experiencing domestic abuse and will encourage managers and colleagues to be alert to the possibility of abuse including mechanisms for help and support.
- 3.7** The Council is committed to raising awareness amongst employees of the issues involved in domestic abuse through publicity of the policy and guidance, inclusion within in house learning and development courses, and briefings for managers and employees.
- 3.8** This policy links to Council policies on [Violence at Work](#), [Dignity and Respect](#), [Managing Absence and Managing Performance](#). Managers and employees also need to be aware of associated policies in relation to re-housing, school admissions and child/adult protection. This policy and guidance will be reviewed on a regular basis alongside other relevant policies.

GUIDANCE DEALING WITH DOMESTIC ABUSE INVOLVING EMPLOYEES

This guidance supports the Council policy on Employment Issues and Domestic Abuse.

Coronavirus – Covid 19

Pandemic Lockdown specific issues:

During lockdown, staff who are experiencing domestic abuse may be more at risk due to isolation and the abuser using lockdown to control them further. It is therefore important to check in with them regularly and:

- Whilst staff are home based – managers should ensure that information about online support is shared and that this includes tech security tips, such as how to hide or clear your browsing history, without arousing suspicion;
- Managers should have regular; structured 1-2-1s/contact with all team members, including those who are subject to sickness leave or furloughed;
- Managers should help support staff wellbeing by sensitively asking how they feel about the changes to their working environment and what support they have at home.
- Managers should ensure they have sufficient time with staff and undertake 1-2-1s via video calls to check in.

Further good practice tips on supporting employees during the pandemic can be found on the SafeLives charity website.³

1. Identifying Domestic Abuse

- 1.1.** It is unlikely that an employee who experiences domestic abuse will tell people at work of their situation or approach their manager with their problems in the first instance. It is far more likely that the manager will become aware of the situation through associated issues such as absence monitoring or issues with performance. As with other welfare issues, identifying that an employee is experiencing difficulties at an early stage will lead to appropriate help being offered. This in turn could mean that the employee is able to deal with their situation far more effectively.

³<https://safelives.org.uk/sites/default/files/resources/030420%20Briefing%20note%20for%20employers%20during%20covid-19.pdf>

1.2. Managers and colleagues need to be alert to the possibility of domestic abuse. Signs that someone may be experiencing difficulties may include:

- Uncharacteristically late or high absenteeism rate without explanation
- Repeated injuries or unexplained bruising or explanations that do not fit the injuries
- Uncharacteristically depressed, anxious, distracted or having trouble concentrating
- Changes in the quality of work performance for no apparent reason
- Receiving repeated upsetting calls/texts/e-mails, or experiencing vandalism or threats
- Avoiding lunch breaks or socialising outside work
- Anxiety about start and finish times and recognising need for flexibility
- Needing time off for appointments
- Changes in the way an employee dresses, for example excessive clothing on hot days, changes in the amount of make-up worn.

1.3. However effects of domestic abuse will vary and these indicators alone should not be used to identify whether or not someone has been abused. If domestic abuse is suspected, any discussion with the employee should take place in private. Any direct questions should be asked with care and sensitivity, reinforcing that as far as possible, confidentiality will be respected.

1.4. Managers need to develop a sensitive and non-judgemental approach when dealing with employees who have experienced domestic abuse. This should include:

- Taking the employee seriously and taking time to listen to them
- Ensuring that any discussions about the employee's situation takes place in private and that you respect their confidentiality as far as possible (see section 3 for further guidance).
- Understanding that the employee may not wish to approach their line manager and may prefer to involve a third party such as a colleague, trade union representative or someone from Human Resources who will be able to advise the employee and / or their line manager on what measures can be taken.

Discussing concerns regarding domestic abuse:

- (a) If a manager suspects that an employee is experiencing domestic abuse, they should facilitate a conversation to be able to discuss this and identify and implement appropriate support.
- (b) Shying away from the subject can perpetuate fear of stigma and increase feelings of anxiety. Often employees will not feel confident in speaking up, so a manager making the first move to begin a conversation can be key.
- (c) Managers should ask the employee indirect questions, to help establish a relationship with the employee and develop empathy. Below are some examples of questions that could be used:

- (d) How are you doing at the moment? Are there any issues you would like to discuss with me?
- (e) I have noticed recently that you are not yourself. Is anything the matter?
- (f) Are there any problems or reasons that may be contributing to your frequent sickness absence/ under-performance at work?
- (g) Is everything all right at home?
- (h) What support do you think might help? What would you like to happen? How?
- (i) Avoid victim blaming. It is important that managers are able to provide a non-judgemental and supportive environment. Respecting the employee's boundaries and privacy is essential.
- (j) Even if managers disagree with the decisions being made regarding an employee's relationship, it is important to understand that a victim of domestic abuse may make a number of attempts to seek support or leave their partner before they are finally able to do so.
- (k) The role of a manager is not to deal with the abuse itself but to make it clear through a workplace policy that employees will be supported and to outline what help is available.

1.5. If an employee does not wish to speak to their line manager, they should be advised of difficulties that may arise if the manager is not aware of the relevant facts and circumstances (for instance if there is a potential health and safety issue or if other action is being taken on performance or absence monitoring). However, Managers should:

- Be aware that there may be additional issues faced by the employee because of their age, gender, sexuality, ethnicity, disability etc.
- Be non-judgemental - the employee may need some time to decide what to do and may try many different options during this process. Research has shown that it can take a long time to break free of a violent and abusive relationship. You should not assume therefore, that because an individual returns to or stays in an abusive relationship that the violence was not severe or did not take place.
- Be aware of what support is available. However, if the employee does not want you to contact other agencies, you should respect their wishes, unless you are concerned that there is imminent risk of serious harm to the employee or their dependent children (in these circumstances it would be appropriate to override their lack of consent to inform the Police or Children's Social Care as necessary).

2. Health, Safety and Wellbeing

2.1. The responsibilities of employers, employees and others for the health, safety and wellbeing of persons at work are defined by the Health and Safety at Work Act 1974 and all the relevant support and advice offered by the Council's [Health, Safety and Wellbeing Team](#) can be found here. Please also see additional pages that have been specifically created as a result of Covid 19

that provide further support, information and guidance for employees and managers. These can be found on the employee web pages <http://www.sheffield.gov.uk/utilities/coronavirus-covid-19/mental-health-wellbeing> and in the Learning Pool at <https://sheffield.learningpool.com/totara/dashboard/index.php?id=52>.

- 2.2. The City Council has developed guidance for managers to deal with incidents where an employee is verbally abused or threatened or physically assaulted in the course of their duties.
- 2.3. The strategies outlined in the 'Violence at Work' procedure will apply to most situations of violence and incidents in the workplace. However, managers may have to consider additional factors if these incidents involve domestic abuse.
- 2.4. These incidents may involve violent and abusive partners or ex-partners visiting the workplace, abusive phone calls and texts, or intimidation or harassment of an employee or work colleagues by the alleged perpetrator.

These issues could be addressed by the following measures:

- Improving security measures such as ensuring that access to buildings is open to authorised staff only.
- Reminding reception staff, switchboard and colleagues not to divulge information about employees, especially personal details such as addresses, telephone numbers, or shift patterns.
- Offering temporary or permanent changes in the workplace, work times and patterns, helping to make the employee less at risk at work and on their journeys to and from work. This could include changes to the office layout to ensure that the employee does not work alone or in an isolated area and is not visible from reception points or from ground floor windows.
- Divert phone calls and email messages and look to change a phone extension if an employee is receiving harassing calls.
- Offering changes in specific duties such as answering the telephone or working in reception areas, or in exceptional circumstances, redeployment to another post if an alternative is not easily found.
- Agreeing what to tell colleagues and how they should respond if the alleged abuser rings or calls at the workplace. Providing colleagues or building attendants with a photograph of the alleged abuser and other relevant details such as car registration numbers may help them to maintain security in the workplace.
- Making sure the systems for recording staff whereabouts during the day are adequate and if the work requires visits outside the office, considering how the risks can be minimised (e.g. changing duties or allowing another colleague to accompany them on certain journeys).
- Recording any incidents of abuse in the workplace, including persistent phone calls, texts, e-mails or visits to an employee by their partner/ex-partner. You should also take down details of any witnesses to these incidents. These records could be used if the employee wishes to press charges or apply for an injunction against the alleged perpetrator. The

employer could also apply for an injunction if the actions of an alleged perpetrator impinge on the health and safety of staff.

- Put up domestic abuse helpline posters on the back of toilet doors – you can print off posters from this [Domestic Abuse Coordination Team \(DACT\)](#) link.

- 2.5.** Managers will need to take into account whether such measures are operationally appropriate. However, ensuring that employees are safe should be of primary consideration throughout the process.

The dangers of domestic abuse should not be underestimated. If domestic abuse is disclosed, undertaking a risk assessment (see [DASH and MARAC Information and Forms](#)) can ensure that the potential risk to employees and colleagues is lessened. It is important to note each person's needs are different and that any measures should only be used with the authorisation/consent of the individual concerned - there are some exceptions to this as outlined in section 3 below.

3. Issues of confidentiality

- 3.1.** Information that is confidential can only be disclosed to others:

- (a) where the person giving the information consents to this; or
- (b) where the law requires disclosure; or
- (c) where it is in the public interest to do so; or
- (d) where the person is at high risk of serious harm or homicide; or
- (e) where there is a safeguarding issue in relation to children or adults at risk who have care and support needs.

In most cases, disclosure should be made with consent – you both need to be clear exactly what information is going to be disclosed to who and why. Once an employee has confided to their manager that they are experiencing domestic abuse, the manager should reassure them that they will keep this information confidential as far as possible.

- 3.2.** One of the exceptions to this is where child or adult protection issues could arise, for instance, if an employee gives information that suggests their child, another child or adult is at risk from abuse (whether physical, emotional, sexual or neglect). In these circumstances, the manager should inform the employee that they are seeking further advice from Social Care Child/Adult Protection Services and they may have to pass this information on to these bodies.

Another exception may be where the situation is 'high risk' e.g. when an employee is in danger of being seriously hurt. If an employee is really worried

about someone's safety they should talk to their manager who should take advice from a domestic abuse specialist.⁴

- 3.3.** Managers have a duty to maintain a secure environment for all staff and this could be made easier if colleagues are aware of the potential risks. However it is essential that you agree with the individual concerned what information to tell colleagues. You should remind employees that this information is confidential and any unauthorised breaches of this could lead to disciplinary action being considered.
- 3.4.** The consequences of breaching confidentiality could have serious effects for the person experiencing domestic abuse. Statistics have shown that the risk of more serious assaults, permanent injury and murder takes place when a woman decides to leave home or immediately after. It is important therefore, not to underestimate the danger or assume that the fear of abuse is exaggerated.

4. Support and assistance

4.1. Leave and time off

- 4.1.1.** The Council has provision to allow both paid and unpaid leave, known as [Discretionary Leave](#). There are also facilities for flexible working arrangements. Managers should look sympathetically at requests for reasonable time off with pay for employees who have disclosed that they are experiencing domestic abuse.
- 4.1.2.** Managers may receive requests for time-off from employees who are experiencing domestic abuse, to arrange appointments during the normal working day. These requests should be treated sympathetically.

These appointments could include:

- Appointments with support agencies
- Arranging re-housing or home security measures
- Meeting with solicitors
- Medical appointments
- Making alternative childcare arrangements including meetings with schools/nurseries, child-minder's etc.
- Making changes to financial arrangements

⁴ Contact Sheffield Domestic Abuse Helpline 0808 808 2241 or the DACT team.

- 4.1.3.** Managers should also explore other measures supportively, such as temporary changes to hours, where requested by employees experiencing domestic abuse.
- 4.1.4.** Employees are entitled to special leave with pay to attend hearings as a witness in either the civil or criminal courts if they have been called under a subpoena or a witness summons. Additionally, if there are circumstances where an employee is attending court and is seeking an injunction or civil order in cases of violence or harassment, time-off with pay could be considered, including in relation to Family Court hearings. Individuals ending a relationship with a violent partner are likely to face considerable hardship and therefore requests for time off with pay should be looked at sympathetically.
- 4.1.5.** Managers should record absences or applications for special leave in accordance with normal council procedures. However managers need to be mindful of the need to ensure confidentiality and may have to hold the information separately. This could be on the employee's personal file or other secure storage which cannot be accessed without authorisation.

If they feel able to, employees should be encouraged to take basic steps to assist friends and colleagues. By behaving in a supportive manner, an employee can assist an affected colleague in gaining confidence to tackle and report the problems that they might experience.

4.2. Training

An e-learning training module is available for staff within the [Sheffield Development Hub](#) showing the implications of domestic abuse in the workplace, what the Domestic Abuse Policy offers and what support services are available. Further training can be available for teams/employees who would find this beneficial. Please contact Sheffield [DACT](#) if you / your team require further information.

4.3. Financial Issues

- 4.3.1.** Individuals ending a relationship with a violent partner are likely to face considerable financial hardship or have concerns about finding suitable alternative accommodation for themselves and their family. Advice from Human Resources should be sought about what appropriate measures can be taken to help employees in these circumstances, for example referring employees to [Citizens Advice Bureau or the Sheffield Credit Union](#).
- 4.3.2.** If the employee has disclosed that their partner has access to their finances or is exerting economic pressure upon them, the employee may wish to change some of their personal details, i.e. their bank account. This can be updated in MyHR.

4.4. Health Issues

- 4.4.1.** If the abuse that someone experiences impacts on their ability to attend work the employee could be referred for an Occupational Health assessment. For further information follow [Occupational Health Information](#).

4.5. Contact Advisers

- 4.5.1.** Everyone has the right to work in a safe, secure and comfortable place. We have Dignity and Respect and Whistleblowing policies and procedures. If the domestic abuse issues are causing problems at work and the employee is not feeling that they are getting appropriate support or are finding it difficult talking to their manager, staff can contact one of the [Council's Contact Advisers](#). An adviser could help them think about how they can raise the issue or how and what support they can ask for at work.

5. What to do if a Sheffield City Council employee is a perpetrator of violence

- 5.1.** Employers have a duty of care to support employees dealing with domestic abuse, and a key aspect of doing so is to be proactive about dealing with any employees who use abusive behaviours. Employees should be aware that domestic abuse is a serious matter and can lead to criminal convictions.
- 5.2.** The Council's Code of Conduct sets out the standards of behaviour expected of all employees. Conduct outside of work (whether or not it leads to a criminal conviction) can also lead to consideration of disciplinary action against an employee because of its employment implications and because it undermines the confidence the Council (the employer) has in the employee.
- 5.3.** Managers should ensure that there is no collusion with the behaviour of employees who are alleged perpetrators of domestic abuse and that all allegations are taken seriously. There should be an investigation of the facts as far as possible and consideration given as to whether the conduct is sufficiently serious to warrant the need for a hearing to consider disciplinary action. However, Managers need to assess the risk to the person experiencing the abuse before any approach is made to the perpetrator. Human Resources should be consulted on such cases and can advise on the conduct of investigations.

Factors to consider will be:

- the nature of the conduct
- the nature of the work to be done
- the extent to which it involves contact with other employees or the public
- whether or not investigation would place the person experiencing abuse at risk of further harm

5.4. It may not be appropriate for an alleged perpetrator of domestic abuse to be providing services to vulnerable adults and children, and a change of duties or a transfer may need to be considered in such circumstances. Local Authority Designated Officer (LADO) or Person in Position of Trust procedures (as appropriate) should be enquired about and possibly initiated.

5.4.1. If an employee works with children or vulnerable adults and is a victim of domestic abuse, the Local Authority Designated Officer (LADO) procedures or Person in Position of Trust procedures may be initiated.

5.5. If the victim/survivor and the perpetrator work in the same organisation, in addition to considering potential disciplinary action against the employee who is perpetrating the abuse, action may need to be taken to ensure that the victim/survivor and perpetrator do not come into contact in the workplace. Action (such as change of duties for one or both employees or withdrawing access to information) 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/survivor.

Harassment or intimidation of Sheffield City Council employees by a partner or ex-partner who works for the Council will be viewed seriously and may lead to disciplinary action being considered.

5.6. If any of the circumstances set out in paragraphs 5.2 - 5.5 above are brought to a manager's attention, advice should be sought from Human Resources in the first instance.

6. Domestic Homicide Reviews

6.1. It is important that the Council gives the appropriate support to employees experiencing Domestic Abuse and that this is recorded. It may be necessary for the Council to produce evidence in a Domestic Homicide Review.

6.2. Approximately two people are killed by their current or former partner each week in England and Wales. Domestic Homicide Reviews include local partners such as the police, local authority, probation service, health service and voluntary partners and have been established under Section 9 of the Domestic Violence, Crime and Victims Act (2004). The role of Domestic homicide reviews is to ensure that lessons are learnt from each case and most importantly prevent future violence and deaths. It is also designed to help improve local and national approaches to tackling domestic violence.

6.3. Access to Support

Employees can access counselling support through PAM Assist the providers of the Council's Employee Assistance Programme (EAP). Further information on how to access the service and what they offer can be found in the [EAP](#) page of the intranet.

6.3.1. Sheffield Drug and Alcohol/Domestic Abuse Coordination Team (DACT)

- DACT are the team in the Council that commissions domestic abuse services in the city. The [DACT](#) website provides information regarding all domestic and sexual abuse support services in the city including the city's **Domestic Abuse Helpline – 0808 808 2241** (free from landlines and most mobiles) or email help@sheffielddact.org.uk. The current service provider of the helpline is IDAS www.idas.org.uk. There are support groups and group programmes available as well as one to one support for men and women, and specialist refuges for women and their children.
- Sheffield also commissions a voluntary programme for people wanting help to change their abusive behaviour - Inspire to change www.inspiretochange.co.uk
- Specialist support for children and young people affected by domestic abuse is provided by Haven <https://www.havenorg.uk/>

6.3.2. Mental Health

Sheffield Mental Health Guide is an on-line resource featuring a comprehensive searchable directory of mental health and wellbeing related services and groups in Sheffield, as well as providing other useful information and self-help resources. For further information on the type of support available for people experiencing domestic abuse click on the [Sheffield Mental Health Guide](#) open the search directory tab at the top of the page and type in 'domestic abuse'.

Improving Access to Psychological Therapies Scheme (IAPTS), offers workshops / stress control courses, online CBT, access to psychological

wellbeing practitioners and counselling. For information on all of the above and more follow the [IAPTS](#) link or telephone 0114 2264380.

5 Ways to Wellbeing, when the time feels right for you there are also things that you can do to support your mental health. To find out more see [5 Ways to Wellbeing information and the supporting documentation on mental health on the intranet.](#)

There are many national organisations that can offer further advice and practical guidance on domestic abuse in the workplace. For example:

- 6.3.3. National LGBT Domestic Abuse Helpline** Emotional and practical support for LGBT people experiencing domestic abuse. Abuse isn't always physical- it can be psychological, emotional, financial and sexual too. Speak out, don't suffer in silence. [National LGBT Domestic Abuse Helpline](#) 0800 999 5428 help@galop.org.uk
- 6.3.4. Men's Advice Line** offers practical advice, information and support to male victims of domestic abuse as well as concerned friends and families. For further information follow [Men's Advice Line](#) or telephone 0808 8010327.
- 6.3.5. Refuge** is one of the largest single providers of specialist accommodation and services to women and children escaping domestic violence, supporting over 1,000 women and children every day. For further information follow [Refuge](#) or call the Freephone 24hour National Domestic Violence Helpline on 0808 2000247
- 6.3.6. Respect** is the UK association for professionals working with domestic violence perpetrators and associated support services. The organisation's key aim is to increase the safety of those experiencing domestic violence through promoting effective interventions with perpetrators. For further information follow [Respect](#).
- 6.3.7. Southall Black Sisters** provide advice and information on domestic abuse, racial harassment, welfare and immigration, primarily for Asian, African and African- Caribbean women. For further information follow [Southall Black Sisters](#) or telephone 0208 5719595

Women's Aid is the national charity working to end domestic abuse against women and children. We are a federation of over 220 organisations providing

more than 300 lifesaving services to women and children across England. For further information see [Women's Aid](#).

6.3.8. Business in the Community, the oldest and largest business-led membership organisation dedicated to responsible businesses has produced a Domestic Abuse toolkit <https://www.bitc.org.uk/toolkit/domestic-abuse-toolkit/>

6.3.9. Corporate Alliance Against Domestic Violence aims to raise awareness and reduce the social and economic impact of domestic violence in the workplace. Working together with employers, their vision is to create a work environment where employees have the opportunity to seek practical support and advice and, ultimately, take positive action to end domestic violence. Membership is open to any employer, trade union or representative body in the UK. To join the movement or to find out further information see Corporate Alliance Against Domestic Abuse.

7. Other relevant Council Policies and Procedures

- 7.1. [Discretionary Leave Policy](#)
- 7.2. [Violence at Work Policy](#)
- 7.3. [Officers Code of Conduct](#)
- 7.4. [Dignity and Respect at Work Policy](#)
- 7.5. [Contact Advisors](#)
- 7.6. [Whistleblowing](#)
- 7.7. [Dealing with Domestic Abuse](#)
- 7.8. [Managing Attendance At Work](#)
- 7.9. [Managing Performance at Work](#)

For support and guidance in regard to the above policies, please contact the **Consultancy and Advisory Team** on 0114 273 4299 or by email to HRConsultancyandAdvice@sheffield.gov.uk

