

Domestic Violence Policy (For Managers)

This Policy provides advice and guidance in supporting staff that are experiencing domestic violence.

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Target audience:	LPT Staff, Bank workers, Trainees, Volunteers, Contractors and Agency Workers	
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Which Relevant CQC Fundamental Standards?	14	

CONTRIBUTION LIST

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LPT Senior managers band 8a and above	
Quality Assurance Committee (QUAC)	
Equality & Human Rights Team	
Staff side representatives/Joint Staff Consultation and Negotiating Committee (JSCNC)	

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Version Control and Summary of Changes

Version number	Date	Comments (description change and amendments)
1	12/02/13	Adopted the former LCCHS version Added <ul style="list-style-type: none">• The new definition of Domestic Violence• Due regard statement and evidence• Role and responsibilities• Appendix 2 with useful contacts and information sources
2	12/04/13	8.1 – additional wording added to reflect health and safety Added definition of Stalking and contact details
3	9/1/2017	Added updated Agencies contact details

All LPT Policies can be provided in large print or Braille formats, if requested, and an interpreting service is available to individuals of different nationalities who require them.

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Definitions that apply to this Policy

Domestic Violence	<p>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; emotional.</p> <p>“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.</p> <p>“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.” *</p> <p>* This definition, which is not 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.</p> <p>(www.homeoffice.gov.uk)</p>
Stalking	<p>Stalking can consist of any type of behaviour such as regularly sending flowers or gifts, making unwanted or malicious communication, damaging property and physical or sexual assault. If the behaviour is persistent and clearly unwanted causing you fear, harassment or anxiety then it is stalking and you should not have to live with it.</p> <p>Stalkers will often use multiple and differing methods to harass their victims.</p>
Due Regards	<p>Having due regard for advancing equality involves: □</p> <ul style="list-style-type: none"> • Removing or minimising disadvantages suffered by people due to their protected characteristics. • Taking steps to meet the needs of people from protected groups where these are different from the needs of other people. • Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Equality Statement

Leicestershire Partnership NHS Trust (LPT) aims to design and implement policy documents that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. It takes into account the provisions of the Equality Act 2010 and promotes equal opportunities for all. This document has been assessed to ensure that no one receives less favourable treatment on the protected characteristics of their age, disability, sex (gender), gender reassignment, sexual orientation, marriage and civil partnership, race, religion or belief, pregnancy and maternity.

In carrying out its functions, LPT must have due regard to the different needs of different protected equality groups in their area. This applies to all the activities for which LPT is responsible, including policy development, review and implementation.

Due Regard

The Trust's commitment to equality means that this policy has been screened in relation to paying due regard to the Public Sector Equality Duty as set out in the Equality Act 2010 to eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations.

Please refer to Appendix 5 which provides an overview of the due regard undertaken in support of this activity.

1.0 Summary

- 1.1 LPT is committed to heightening awareness of domestic violence and providing guidance for employees and management to address the occurrence of domestic violence and its effects on the workplace.
- 1.2 LPT intends to make assistance available to employees involved in domestic violence. This assistance may include: confidential means for coming forward for help; resource and referral information; special considerations at the workplace for employee safety; work schedule adjustments or leave necessary to obtain medical, counselling or legal assistance; and workplace relocation (if available). In responding to domestic violence, LPT will maintain appropriate confidentiality and respect for the rights of the employee involved.

2.0 Introduction

- 2.1 LPT employs many staff who may themselves be experiencing domestic violence/abuse. It is essential that managers recognise that this can affect the health, morale, confidence and self-esteem of employees that can, in turn impact on their work performance. It is also important to be aware that whilst the majority of domestic violence/abuse is perpetrated by men against women, it can also occur between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality.

2.2 Managers have a responsibility to develop an awareness of domestic violence/abuse and to understand their role in ensuring staff can access support and information. By providing information, managers can help to minimise any possible disruptions to service and fulfil their managerial responsibilities to their staff.

3.0 Purpose

The purpose of this policy is to;

- Demonstrate LPT's commitment to and support for employees experiencing domestic violence/abuse.
- Offer clear and consistent advice and support to employees experiencing domestic violence/abuse.
- Raise awareness of domestic violence/abuse, the forms it can take and its likely effects on the workforce of LPT.
- Increase awareness of managers, assisting them to recognise that an employee may be experiencing domestic violence/abuse and to provide advice to managers about appropriate action to take.
- Increase awareness in managers in recognising that an employee may be a perpetrator of domestic violence/abuse and to provide advice to managers about appropriate action to take.
- Establish and publicise support for employees suffering from domestic violence/abuse.
- Ensure confidential and sympathetic handling of the situation.
- Remove fears of stigmatisation.

4.0 Scope

4.1 Incidences of domestic violence are common and have a serious impact on those who experience them. Studies have consistently demonstrated the prevalence of domestic violence. The 2001/02 British Crime Survey (BCS) found that there were an estimated 635,000 incidents of domestic violence in England and Wales. 81% of the victims were women and 19% were men. Domestic violence incidents also made up nearly 22% of all violent incidents reported by participants in the BCS (Home Office, July 2002).

4.2 It is important to promote the understanding that everyone has the right to a life free from abuse in any form. Domestic violence is wholly unacceptable and inexcusable behaviour, and responsibility for domestic violence lies with the perpetrator.

4.3 LPT strives to create a working environment that promotes the view that violence against people is unacceptable and that such violence will not be condoned or made the subject of jokes or graphics. Under LPT's disciplinary procedure, acts of harassment or bullying of fellow employees, clients, customers, suppliers or members of the public visiting the organisation, violent, threatening or abusive behaviour is considered to be gross misconduct and can lead to dismissal.

- 4.4 Employees should also be aware that conduct outside of work could lead to disciplinary action being taken because of its impact on the employment relationship.

5.0 Relationship with other LPT Policies and Procedures

- 5.1 The provisions of this policy are not intended to detract from, or to deter employees from making use of the following procedures. The following policies can also offer support and guidance to staff:

- Allegations that an Employee may be Harming a Child, Young Person or a Vulnerable Adult in need of Safeguarding, Policy and Procedure
- Responding to Domestic Violence/Abuse Experienced by Clients - Policy
- Grievance and Disputes Procedure
- Disciplinary Policy and Procedure
- Anti-Bullying, Harassment &Victimisation Policy (Dignity at Work)
- Health and Safety Policy
- Incident Reporting Policy
- Prevention and Management of Aggression Policy
- Security Policy
- Code of Business Conduct for Trust Staff
- NHS Constitution
- Management of Stress at Work Policy and Procedure
- Maintaining High Professional Standards in the Modern NHS

6.0 Protection for Individuals

- 6.1 LPT will make support available to employees involved in domestic violence. The Trust will provide support through our managers, Human Resources, Occupational Health and AMICA Counselling Services (Appendix 4).

- 6.2 Aims of Support are to:

- Understand that the member of staff may not wish to approach their line manager and may prefer to involve a third party such as a colleague or trade union representative. If an employee does not wish to speak to their line manager, they should be advised of the difficulties which 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)
- Be available and approachable to employees experiencing domestic violence, listen, reassure and support individuals, keep information confidential (subject to the requirements of child and adult protection),
- Respond in a sensitive and non-judgemental manner,

- Discuss the specific steps that can be taken to help this person stay safe in the workplace,
- Ensure the employee is aware of the options available to them (refer to this policy)
- Encourage the employee to seek the advice of other relevant agencies by calling 0808 200 0247, the Freephone National Domestic Violence Helpline, run in partnership between *Women's Aid* and *Refuge*. UAVA Helpline for LLR is 0808 802 0028. Appendix 2-4 provides a list of some of the agencies that offer support and advice to sufferers/survivors and/or perpetrators of domestic abuse.
- LPT recognises that perpetrators of domestic violence may wish to seek help and support voluntarily. They will have access, when appropriate, to help and support in accordance with that laid out in this policy.
- Appendix 1- Provides a checklist for responding appropriately to employees experiencing domestic violence/abuse.

7.0 Confidentiality

- 7.1 It is likely that it has taken a lot of courage for the employee to have raised the issue of domestic violence/abuse with their manager/colleague. Maintaining trust and confidentiality in this situation will therefore be crucial.
- 7.2 It is important to be clear with the employee at the outset what the limits to confidentiality are in practice. If management feels that it will be necessary to discuss the issue with other services/individuals at any stage, line managers should ensure that they have obtained the employee's prior consent to do so. However, if there are serious concerns about the welfare/safety of children, there is a legal obligation to inform the Social Services Department.
- 7.3 When domestic violence/abuse is disclosed by an employee then a DASH RIC needs to be completed (Domestic Abuse Stalking Harassment and Honour Based Violence Risk Identification Checklist) (Refer to the Responding to Domestic Violence/Abuse Experienced by Clients – Policy).
- 7.4 Employees should be made aware of this before disclosing any information. (Refer to the Allegations that an Employee may be Harming a Child, Young Person or a Vulnerable Adult in need of Safeguarding, Policy and Procedure).
- 7.5 There may be other circumstances where confidentiality cannot be guaranteed, for example where there are vulnerable adults involved, but advice should always be sought on an individual basis.
- 7.6 Do not under any circumstances disclose the employee's new address or any other information that may identify the employee's whereabouts to a third party, without checking first with the employee. A perpetrator could use

tactics such as impersonating a social worker or using a relative in order to elicit the information.

8.0 Safety in the Workplace

- 8.1 It is likely that the employee's partner is aware of her/his work location. Managers have responsibility for ensuring that all employees have a safe working environment. If the employee is at risk of violence at or near the work place managers should discuss with her/him the range of measures that can be taken. The advice of the Local Security Management Specialist for LPT should also be sought to ensure due consideration is given to the use of safe systems of work, egress contingency plans and individual risk assessments which may include planned actions/controls to be taken/in place for certain foreseeable eventualities.
- 8.2 The employee should be offered information and signposting to further sources of advice including those detailed at Appendix 2-4
- 8.3 Line managers may need to consider changing the employee's work telephone number so that the employee cannot be contacted and harassed by telephone calls at work.
- 8.4 Although LPT is not legally responsible, the employee may need assistance in arranging safe transport to and from work.
- 8.5 It may be necessary to arrange (wherever practicable) a work relocation for the employee, either temporarily or permanently. If it is agreed with the employee that this is necessary to ensure her/his own safety, decisions will need to be made regarding what information will be shared with her/his present and new colleagues. This needs to be managed carefully to ensure that information is not shared regarding the new work location and thus again leaving the employee vulnerable.
- 8.6 An alternative option for the employee may be to extend the arrangements for flexible working or allow a temporary reduction in hours.
- 8.7 If the employee is seeking further advice or assistance from external agencies or leaving their partner they may need time off to do this. Paid time off can be granted using LPT's Special Leave Policy. Managers should use their discretion to ensure employees have the necessary support.

9.0 Record Keeping

- 9.1 The employee should not be expected or pressurised to provide explicit details or show evidence of her/his experiences of domestic violence/abuse. However, it may be useful for the employee at a later stage to have evidence that can be used as proof for courts, the housing department or other agencies. Line Managers may therefore wish to discuss with the employee

the possibility of keeping records, which can be used as cumulative evidence of the violence that has been experienced. This should only be done with the employee's express permission.

10.0 Absence options for employees experiencing domestic violence

- 10.1 LPT will make every effort to assist an employee experiencing domestic violence. If an employee needs to be absent from work due to domestic violence, the length of the absence will be determined by the individual's situation through collaboration with the employee and their line manager, with support and advice from the Human Resources Department and the Occupational Health Department.
- 10.2 Employees and managers are encouraged to first explore paid leave options that can be arranged to help the employee cope with the situation without having to take a formal unpaid leave of absence. Depending on circumstances, these options may include:
- 10.3 Arranging flexible work hours so the employee can seek protection, go to court, look for new housing, enter counselling, arrange child care, etc.
 - Considering use of job sharing, compensatory time, paid leave, informal unpaid leave, etc., particularly if requests are for relatively short periods

11.0 Perpetrators of Domestic Violence/Abuse

- 11.1 If an employee reveals to their line manager/colleagues that he/she is perpetrating domestic violence/abuse and they want assistance in changing their behaviour, management can refer them to agencies that can provide this support, e.g. GP, AMICA, Occupational Health Service or Specialist Perpetrator Projects if available. (Appendix 4)
- 11.2 If line managers are made aware by a third party that an employee within the team is a perpetrator of domestic violence/abuse, line managers should act with extreme caution. Each case must be considered individually taking account of the full circumstances. Only where it can be shown that an employee's behaviour outside of work has affected their ability to undertake their job, could formal action be initiated. Managers must always seek advice from the Human Resources Department and/or the Safeguarding Team before taking any such action.
- 11.3 Staff are advised to refer to the Allegations that an Employee may be Harming a Child, Young Person or a Vulnerable Adult in need of Safeguarding, Policy and Procedure or the Safeguarding team for further information if they are aware that the perpetrator has child, young person or vulnerable adult in their home.

12.0 Stakeholders and Consultation

Workforce and Organisational Development Policies are subject to joint monitoring and review between management and staffside through the JSCNC. Guidance in relation to Due Regard for this policy has also been received from the Equality and Human Rights Service.

13.0 Monitoring Compliance and Effectiveness

13.1 Human Resources will ensure that a process is undertaken to monitor the compliance and effectiveness of this policy and procedure. Due to the confidential nature of Domestic Violence this will be demonstrated through:

- Cases reported to and being supported by the HR Operational team will be recorded and will be used in the review and revision of the policy to ensure its continuing effectiveness. This will include any anonymous cases.
- The provision of reports to the LPT Trust Board by the Chief Executive on the outcome of investigations where appropriate.
- Staff awareness of the policy will be monitored through the annual staff surveys.

13.2 This policy will be reviewed jointly with Trade Union representatives no later than two years from the date of its approval at JSCNC or sooner in the light of operating experience and/or legal developments.

Minimum Requirements	Evidence for Self-assessment	Process for Monitoring	Responsible Individual / Group	Frequency of monitoring
The provision of reports to the LPT Trust Board by the Chief Executive on the outcome of investigations where appropriate.		Annual report of cases		Annually
Percentage of cases by all relevant protected characteristics (subject to non-identification any individual member of staff)				Annually

14. Links to Standards/Performance Indicators

TARGET/STANDARDS	KEY PERFORMANCE INDICATOR
Care Quality Commission registration standards (outcome 14) <i>Supporting Workers</i> (21) of the Health & Social	That the trust maintains compliance with CQC registration standards, this policy supports outcome standards 14

15. Training needs

There is no training requirement identified within this policy

16. References and Associated Documentation

This policy was drafted with reference and consideration to the following:

- Allegations that an Employee may be Harming a Child, Young Person or a Vulnerable Adult in need of Safeguarding, Policy and Procedure
- Grievance and Disputes Procedure
- Disciplinary Policy and Procedure
- Anti-Bullying, Harassment &Victimisation Policy (Dignity at Work)
- Health and Safety Policy
- Incident Reporting Policy
- Prevention and Management of Aggression Policy
- Security Policy
- Code of Business Conduct for Trust Staff
- NHS Constitution
- Maintaining High Professional Standards in the Modern
- Management of Stress at Work Policy and Procedure
- homeoffice.gov.uk/publications/about-us/consultations/definition-domestic-violence/



Due Regard (Initial - Equality Analysis)

Section 1	
Name of activity/proposal	Domestic Violence Policy (for Managers)
Date Screening commenced	
Directorate / Service carrying out the assessment	Human Resources and Organisational Development
Name and role of person undertaking this Due Regard (Equality Analysis)	Lesley Hedderwick
Give an overview of the aims, objectives and purpose of the proposal:	
<p>AIMS: The aim of this policy is to heighten awareness of domestic violence and providing guidance for employees and management to address the occurrence of domestic violence and its effects on the workplace</p>	
<p>OBJECTIVES: To make assistance available to employees involved in domestic violence. This assistance may include:</p> <ul style="list-style-type: none"> • confidential means for coming forward for help; • resource and referral information; • special considerations at the workplace for employee safety; • work schedule adjustments or leave necessary to obtain medical, counselling or legal assistance; and • workplace relocation (if available). <p>In responding to domestic violence, the Trust will maintain appropriate confidentiality and respect for the rights of the employee involved.</p>	
Section 2	
Protected Characteristic	If the proposal/s have a positive or negative impact please give brief details
Age	The policy has been developed to support any staff member experiencing issues of domestic violence, irrespective of their protected characteristic.
Disability	
Gender reassignment	
Marriage & Civil Partnership	The guidance helps to support manager to take appropriate action to support individuals or gain appropriate advice and support from internal sources.
Pregnancy & Maternity	
Race	
Religion and Belief	The individual will have reassurance that the Trust has a policy that ensures respect and maintains confidentiality, whilst effectively supporting their needs, at an individual basis, whilst working for the Trust.
Sex	
Sexual Orientation	
Other equality groups?	

	<p>Support, guidance and appropriate advice has been detailed in the policy to ensure individuals can access internal and external resources.</p> <p>The policy has been updated to ensure the content is up to date and appropriate for staff within the Trust.</p>
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Section 3

Does this activity propose major changes in terms of scale or significance for LPT? For example, is there a clear indication that, although the proposal is minor it is likely to have a major affect for people from an equality group/s? Please tick appropriate box below.

Yes		No	
High risk: Complete a full EIA starting click here to proceed to Part B		Low risk: Go to Section 4.	√

Section 4

If this proposal is low risk please give evidence or justification for how you reached this decision: Discussed with Equalities Team

This policy is low risk, as it aims to support any member of staff experiencing domestic violence, irrespective of their protected characteristic. The information aims to maximise support for the individual.

Signed by reviewer/assessor	<i>Lesley Heddernick</i>	Date	20.01.2017
<i>Sign off that this proposal is low risk and does not require a full Equality Analysis</i>			
Head of Service Signed	<i>Kathy D B4</i>	Date	19.01.2017

The NHS Constitution

The NHS will provide a universal service for all based on clinical need, not ability to pay. The NHS will provide a comprehensive range of services

Shape its services around the needs and preferences of individual patients, their families and their carers	<input type="checkbox"/>
Respond to different needs of different sectors of the population	<input type="checkbox"/>
Work continuously to improve quality services and to minimise errors	<input type="checkbox"/>
Support and value its staff	✓
Work together with others to ensure a seamless service for patients	<input type="checkbox"/>
Help keep people healthy and work to reduce health inequalities	✓2
Respect the confidentiality of individual patients and provide open access to information about services, treatment and performance	✓

**Checklist for Responding to Employees Experiencing
Domestic Violence / Abuse**

Do

- ✓ Find a safe place to meet, i.e.:
 - where you won't be interrupted
 - where conversations cannot be overheard
 - where there are few distractions
 - where an employee will feel safe
 - be prepared to listen and take seriously what the employee says
- ✓ Check if s/he is happy talking to you or would s/he prefer someone else
- ✓ Keep your opinions to yourself
- ✓ Let the employee talk at her/his own pace and do not pressure her/him to make disclosures that they are not ready to share
- ✓ Let the employee choose what s/he needs, only take action with her/his consent
- ✓ Respect the employee's decisions
- ✓ Retain confidentiality
- ✓ Remember her/his problems may be compounded by racism, cultural barriers or other people's reactions to her/his sexuality or disability
- ✓ Allow the employee to express her/his feelings
- ✓ Signpost the employee to other sources of advice and information
- ✓ Be trustworthy, carry out any actions you agree to undertake on her/his behalf

Do Not

- X Tell the employee what to do
- X Expect too much – s/he may just want to talk
- X Mislead the employee into believing you can do more than you realistically can
- X Be patronising or judgemental
- X Act as a go between – this can put you and the employee in danger
- X Reveal a refuge address to anyone
- X Give inaccurate advice – bad advice can be more damaging than none

Sources of Advice and Support to Sufferers/Survivors of domestic abuse

National & Local Support Agencies

<p>Rights of Women Rights of Women runs a sexual violence advice line and also provides free legal advice for women and produces free leaflets which you can download from their site (including ones on sexual violence and on sexual harassment). Monday 11am–1pm; Tuesday 10am–12noon. Web Address: www.rightsofwomen.org.uk</p>	<p>(020) 7251 8887 Text phone: (020) 7490 2562.</p>
<p>M.A.L.E. (Men's Advice Line and Enquiries) If you are a male victim of domestic violence, in a heterosexual, gay, bi-sexual or transgender relationship and need confidential help, contact the M.A.L.E. helpline. Web Address: www.mensadvice.org.uk</p>	<p>0845 064 6800</p>
<p>Jewish Women's Aid: Jewish Women's Aid runs a free-phone national confidential helpline, available from 9am to 9pm Monday to Thursday. The organisation provides refuge and/or support to Jewish women and their children affected by domestic violence. Web Address: www.jwa.org.uk</p>	<p>0800 591203</p>
<p>Apna Ghar Helpline offering telephone support, emotional counselling and group work. Specifically for Asian women. Languages offered are: Bengali, Gujarati, Hindi, Punjabi, Sylheti, Tamil, Urdu</p>	<p>0845 451 2547</p>
<p>Turkish Cypriot Womens Project Advice service for Turkish Cypriot, Turkish and Kurdish women on all matters relating to domestic violence. Web Address: www.tcwp.org.uk</p>	<p>(020)8 340 3300</p>
<p>Respect Phone line For domestic violence perpetrators. Open Monday, Tuesday, Wednesday and Friday 10-1 and 2-5 Web Address: www.respect.co.uk.net</p>	<p>0845 122 8609</p>
<p>Action against Domestic Abuse for Men (ADAM Project) The Adam Project offers free confidential support for men who are living with domestic abuse from a current or former partner. Web Address: www.adamproject.co.uk</p>	<p>(0116) 242 6440</p>

Police Domestic Violence Officers Leicestershire Police Web Address: www.leics.police.uk	(0116) 222 2222 Dial 999 in emergencies
Leicester Victim Support - Victim Care Unit Free confidential support and information for people affected by crime. Open 8am - 8pm, Monday to Friday www.victimsupport.org.uk	(0116) 255 6628
Womens Aid National Helpline Services in languages other than English are available www.womensaid.org.uk	08451 023468
UAVA Domestic violence helpline and face to face support for DV victims living in Leicester, Leicestershire & Rutland	0808 80 200 28
Leicester Women's Aid Refuge	(0116) 244 0169
Leicester Women's Aid Outreach Service	(0116) 2858079
The Samaritans Samaritans provides confidential non-judgmental emotional support 24 hours a day for people experiencing feelings of distress or despair, including those which could lead to suicide.	08457 90 90 90 (24 Hours)
Juniper Lodge Statutory Partnership (Rape and Sexual Assault Response Centre for Adults)	0116 2558852
NSPCC	0800 800500
National Stalking helpline www.stalkinghelpline.org	0808 8020300

Housing Options

<p>Leicester City Council Leicester City Council's Hostels Direct Service is available to anyone who is aged 16 and over and is homeless and/or homeless with support needs. If you are not homeless yet but threatened with homelessness within the next month, you can get further advice from the Housing Options Centre.</p> <p>http://www.leicester.gov.uk/your-community/housing/homelessness/</p>	(0116) 454 1008
<p>Forced Marriage Unit Refuge accommodation for couples fleeing 'honour based' violence. Funded by the Forced Marriage Unit, a refuge in the South West has launched a new service providing refuge accommodation for couples fleeing 'honour based' violence. The refuge also provides accommodation to women, men and children fleeing domestic abuse. Anyone can make a referral to the service.</p>	020 7008 0151
<p>UAVA Provide refuge accommodation for women with or without children who are suffering from the effects of domestic abuse (Leicester, Leicestershire and Rutland)</p>	0808 80 200 28
<p>Panahghar Panahghar offers supported temporary housing to victims of domestic violence.</p>	0800 0556519 024 7622 8952
<p>Border House Hostel Leicester City Council hostel specialising in providing emergency accommodation for families & lone adults with housing related support needs.</p>	(0116) 221 1407
<p>Bridge House Bridge House is a safe and secure housing project for women and their children escaping domestic violence. It is run by Action Homeless, which is a local charity that provides housing, support and advice to help people who are homeless rebuild their lives</p>	(0116) 2211851
<p>Women's Aid Refuge Refuge run a national helpline, refuges, psychological support, independent legal advocacy and services for minority ethnic women and children. https://www.womensaid.org.uk/</p>	0808 2000 247 (24 hours)

<p>Apna Ghar Accommodation based with floating / resettlement / outreach support for women at risk of domestic violence.</p>	<p>(0116) 261 1163</p>
<p>Bethany Project Adullam Homes offer 25 self-contained units for women fleeing domestic violence and vulnerable women with children. http://www.adullam.org.uk</p>	<p>(0116) 254 0518</p>
<p>Modern Slavery Act</p> <p>Children and young people under 18 years. For concerns about a child or young adult follow all child protection guidelines and speak to a designated Child Protection Lead.</p> <p>Out of hours, contact your Local Children’s Social Services or police service, specifically highlighting your concern for child trafficking. Consider referral to a hospital paediatric team for admission.</p> <p>Adults contact the Salvation Army 24 hour confidential helpline for professional advice and support and referrals on 0300 303 8151 operating 7 days a week.</p>	

Sources of Support within LPT

<p>AMICA Staff counselling and Psychological Support Services (UHL)</p> <p>Staff Counselling and Psychological Support Services is a confidential NHS telephone counselling service (8.30am to 8.30pm seven days a week, 365 days a year) and face to face counselling service (office hours).</p>	<p>Tel: 0116 254 4388</p>
<p>Occupational Health Occupational Health provides confidential and impartial advice to staff on aspects of the relationships between work and health. For advice or to book an appointment please ring your local Occupational Health Department:</p>	<p>Glenfield Hospital (GH): 0116 250 2393</p>
<p>Trade Unions and Professional Associations Staff Side have an important role and offer their members support and advice.</p>	<p>(0116) 2957176</p>