

## **FLINTSHIRE COUNTY COUNCIL**

**REPORT TO:**           **CABINET**

**DATE:**               **TUESDAY, 17 SEPTEMBER 2013**

**REPORT BY:**       **CHIEF EXECUTIVE AND HEAD OF HUMAN  
RESOURCES AND ORGANISATIONAL  
DEVELOPMENT**

**SUBJECT:**           **DOMESTIC ABUSE POLICY**

### **1.00 PURPOSE OF REPORT**

- 1.01 To raise awareness and gain support for the Council's newly developed Domestic Abuse Policy.

### **2.00 BACKGROUND**

- 2.01 The Council condemns domestic abuse and recognises it as a workplace issue. The Council is committed to raising the awareness of domestic abuse and its impacts. By introducing a workplace Domestic Abuse Policy, the Council will create a safer workplace and send out a strong message that domestic abuse is unacceptable.
- 2.02 The Council already has a major role in the prevention of domestic abuse and supporting victims through its involvement in the Community Safety Partnership. It recognises the role it has to play as an employer in ensuring that a safe working environment is created and employees feel supported.
- 2.03 The Council fully supports the Welsh Assembly's National Domestic Abuse Strategy and WLGA / Trade Union Joint Statement on Domestic Abuse and has developed its policy to meet the core principles of both and to achieve compliance with employment legislation and recommended good practice.

### **3.00 CONSIDERATIONS**

- 3.01 Under the Council's policy, employees will be encouraged to access services and support where needed.
- 3.02 Employees who are experiencing domestic abuse can raise the matter confidentially with their manager, Trade Unions, Occupational Health, the Council's Domestic Abuse Co-ordinator and Specialist External Agencies.

- 3.03 Training will be provided to ensure that employees and managers are aware of domestic abuse and its implications for the workplace and act to support as needed with sensitivity.
- 3.04 The policy provides clarity on roles and expectations and is accompanied by additional information on the 'myths and facts' on domestic abuse and a short practical guide for employees setting out how they can access support should they be experiencing domestic abuse.
- 3.05 The arrangements for communicating and implementing the new policy have been incorporated into a plan. The Council's Domestic Abuse Coordinator, in partnership with Human Resources, will be responsible for the effective implementation of the plan.

#### **4.00 RECOMMENDATIONS**

- 4.01 That the Domestic Abuse Policy is adopted.

#### **5.00 FINANCIAL IMPLICATIONS**

- 5.01 None.

#### **6.00 ANTI POVERTY IMPACT**

- 6.01 None identified.

#### **7.00 ENVIRONMENTAL IMPACT**

- 7.01 None identified.

#### **8.00 EQUALITIES IMPACT**

- 8.01 An Equality Impact Assessment has been completed for the policy and is attached.

#### **9.00 PERSONNEL IMPLICATIONS**

- 9.01 The policy provides a clear framework for dealing with domestic abuse issues and sends a clear message to all employees that the Council condemns domestic abuse and has a commitment to supporting employees who are victims of domestic abuse. The training / raising awareness on domestic abuse issues, together with the policy, will support employees in coming forward to make disclosures, thereby enabling them to access a range of support mechanisms.

**10.00 CONSULTATION REQUIRED**

10.01 Consultation has already been undertaken.

**11.00 CONSULTATION UNDERTAKEN**

11.01 A comprehensive consultation exercise with key stakeholders, including the Joint Trade Unions and Employee Network Groups, has been undertaken.

**12.00 APPENDICES**

12.01 Domestic Abuse Policy and appendices are attached to this report.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985  
BACKGROUND DOCUMENTS**

None.

**Contact Officer: Helen Stappleton**  
**Telephone: 01352 702720**  
**Email: [helen.stappleton@flintshire.gov.uk](mailto:helen.stappleton@flintshire.gov.uk)**