

For publication

Domestic Abuse Policy

Meeting: Employment and General Committee

Date: 5 March 2018

Report by: Human Resources Manager

1.0 Purpose of Report

To provide information regarding the introduction of a revised Domestic Abuse Policy and to recommend for approval the new Domestic Abuse Policy.

2.0 Background

The aim of the policy is to recognise that domestic abuse is a serious issue and that incidents of domestic abuse are common, significantly under-reported and critically affect many people's lives. Domestic abuse can affect an individual's work performance and as an employer the council has a responsibility for health, safety and welfare at work and it is essential therefore that the working environment promotes the view that domestic abuse towards or by its' employees is unacceptable and will not be tolerated.

The council recognise that it is important that all staff and managers are aware of the impact that domestic abuse can have and is a possible cause when staff are depressed, distracted, lacking in self-confidence or visibly injured. The council therefore strives to create a working environment that promotes the understanding that everyone has the right to a life free from

domestic abuse in any form and that domestic abuse towards or by its' employees is wholly unacceptable and inexcusable.

The council recognise that domestic abuse is an equalities issue and undertakes not to discriminate against anyone who has been subject to domestic abuse

3.0 Proposed Procedure

The revised policy can be found at Appendix A.

A full Equality Impact Assessment has been completed and is attached at Appendix B.

4.0 Employer – Trade Union Committee

The proposed policy was submitted to the Employer trade union Committee on 14 February 2018 and was endorsed for submission to Employment and General Committee.

5.0 Recommendations

That the new Domestic Abuse Policy be approved.

For further information on this report, contact Kate Harley.