

Ref no: 126110719
From: Public
Date: 11/07/19
Subject: Domestic abuse policy

REQUEST & RESPONSE

1. Do you have a domestic abuse policy or something equivalent that applies to employees experiencing domestic abuse? If so, please provide a copy of the applicable policy.

Domestic abuse policy attached

2 Do you have other policy/policies which provide for support for employees experiencing domestic abuse (for example, as part of a leave policy)? If so, please provide a copy/copies of the relevant policy/policies.

Consideration for special leave , safety planning, shift pattern change etc. is covered in the attached domestic abuse policy

3 Please inform us when each of the policies caught by the above questions ('the relevant policies') were first created and, if applicable, subsequently reviewed and updated?

The domestic abuse policy was first created in 2012, reviewed annually, revised in 2014 and 2018.

4 Do you have a dedicated point of contact staff member who is trained to provide information and support to employees experiencing domestic abuse? When was that role created and first made active?

The Named Nurse and Specialist Nurse safeguarding children are points of contact for staff experiencing domestic abuse, roles created in 2006 and 2009 respectively

5 How are HR staff and managers made aware of the existence of the relevant policies?

Relevant policies are highlighted to staff during induction and mandatory training, also added as an agenda for ratification at patient safety council. Any new policies are highlighted in the monthly Team Brief which is cascaded to all staff within the Trust

- 6 How are general staff made aware of the existence of the relevant policies?

Relevant policies are highlighted to staff during induction and mandatory training. Any new policies are highlighted in the monthly Team Brief which is cascaded to all staff within the Trust