



ARGYLL AND BUTE COUNCIL

DOMESTIC ABUSE POLICY

POLICY ON DOMESTIC ABUSE

1. Definition

- 1.1 The UK government's definition of domestic abuse is **'any incident or pattern of incidents of controlling, coercive, 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. The abuse can encompass, but is not limited to psychological, physical, sexual, financial or emotional'.

2. Policy Statement:

- 2.1 The Council believes that everyone has the right to live free from domestic abuse. Domestic abuse is unacceptable whether it be within or outwith the workplace.
- 2.2 The Council has developed this policy as part of its commitment to support employees' health and wellbeing at work and recognises that domestic abuse affects people in all aspects of life, including the workplace.
- 2.3 The Council has a duty of care for ensuring, so far as is reasonably practicable, the health, safety and welfare of its employees at work, and for creating an environment in which employees feel safe to disclose their experience of abuse in order to access support and increase safety for themselves and others.
- 2.4 However, the right of employees not to disclose must be respected and no employee should feel pressured into sharing this information if they do not wish to do so.

3. Aims:

3.1 In support of delivering on this policy statement, the Council aims to:

- Provide guidance on how the council can provide a safe and supportive working environment for those who are affected by domestic abuse.
- Help raise awareness of the signs of domestic abuse and what internal and external support may be available to employees who are affected by this.
- Ensure confidential and sympathetic handling of situations for employees arising from domestic abuse.
- Provide a framework for managers to support those experiencing domestic abuse (Guidance for Managers on Domestic Abuse).
- Provide a framework for addressing the behaviour of employees who may be perpetrators of abuse and who may pose a risk to other employees within the context of their work.
- Set out for employees generally the council's position in relation to addressing domestic abuse.
- To work with partners and other professionals to ensure this policy remains current and relevant.

4. Scope

- 4.1 This Policy and the associated 'Guidance for Managers on Domestic Abuse Policy' applies to all employees of the Council, as well as agency workers and individuals

who are training with the Council but not employed.

5. Implementation

- 5.1 Responsibility for developing, implementing, advising on and monitoring this Policy lies with the Head of Customer Support Services.
- 5.2 Executive Directors of departments will be responsible for ensuring that managers are aware of the policy and their responsibilities in relation to it, in order that advice and support on domestic abuse matters is available within their department.

6. Review

- 6.1 The Domestic Abuse Policy and associated Guidance for Managers will be monitored and reviewed regularly to ensure that they continue to meet the Council's aims and principles, as well as continued compliance with relevant legislation.
- 6.2 Any queries in relation to this Policy and the associated guidance, should be addressed to the HROD Wellbeing Team. wellbeing@argyll-bute.gov.uk