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## DOMESTIC ABUSE – POLICY 61 V1 2020

### **POLICY STATEMENT**

Tactical Security Options Ltd is a responsible employer, and recognises that domestic abuse is a serious issue and that incidents of domestic abuse are common and critically affects many people's lives. Tactical Security Options Ltd acknowledges that domestic abuse can affect an individual's work performance and that Tactical Security Options Ltd as an employer has a responsibility for health, safety and welfare at work.

Tactical Security Options Ltd is committed to tackling domestic abuse as its effects become apparent in the workplace. The effects of domestic abuse can influence the health and self-confidence of staff who may in turn feel unable to confide in others or seek help. Many of those that experience domestic abuse have difficulty attending work regularly and demonstrate longer term symptoms such as depression, anxiety, or stress that consequently affect work performance. Tactical Security Options Ltd recognises that it is important to be aware of domestic abuse as a possible cause when staff are depressed, distracted, lacking in self-confidence or visibly injured. Tactical Security Options Ltd therefore strives to create a working environment that promotes the view that everyone has the right to a life free from abuse in any form and that violence against people is unacceptable.

### **DEFINITION**

Domestic abuse is about the misuse of power and exercise of control by one adult over another adult within the context of an intimate or close family relationship.

For the purposes of this policy, domestic abuse is defined as "Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults, regardless of gender or sexuality, who are or have been, intimate partners or in a close family relationship such as parents or adult children". This policy is therefore applicable whatever the nature of the intimate relationship.

***It is recognised the majority of those affected are women, although a significant proportion affects men and this policy applies to men and women equally.***

## **SCOPE**

Under the Health and Safety at Work Act (1974) and the Management of Health and Safety at Work Regulations (1992), Tactical Security Options Ltd recognises its legal responsibilities in promoting the welfare and safety of all staff. Therefore this policy applies to all Tactical Security Options Ltd employees including agency and contract staff.

## **SUPPORT and CONFIDENTIALITY**

Tactical Security Options Ltd recognises that domestic abuse is an equalities issue and undertakes not to discriminate against anyone who has been subject to domestic abuse in terms of current employment or career development.

As a responsible employer Tactical Security Options Ltd believes it is important to promote the understanding that everyone has the right to a life free from abuse in any form and that domestic abuse is wholly unacceptable and inexcusable.

Tactical Security Options Ltd is aware that the challenges that domestic abuse victims face can manifest themselves in problems such as chronic absenteeism or lower productivity.

That is why when addressing performance and safety issue Tactical Security Options Ltd will make reasonable efforts to consider all aspects of the employee's situation and/or safety problems to support them through a challenging time. Information/training will be provided to key supervisors to enable them to provide initial support to anyone who is experiencing or has experienced domestic abuse. This ensures that employees can raise the issue in the knowledge that the matter will be taken seriously

There are some circumstances in which confidentiality cannot be assured. These occur when there are concerns about children or vulnerable adults or where an employer needs to act to protect the safety of employees. In these circumstances the employer will discuss with the employee the reason for disclosing any information to a third party and will seek the employee's agreement where possible.

All records concerning domestic abuse will be kept strictly confidential. Improper disclosure of information i.e. breaches of confidentiality by any member of staff will be taken seriously and maybe subject to disciplinary action.

## **PERPETRATORS OF DOMESTIC ABUSE**

Employees are expected at all times to conduct themselves in a way that will not adversely reflect on the business and its reputation. Domestic abuse perpetrated by employees will not be condoned under any circumstances nor will it be treated as a purely private matter. Perpetrating domestic abuse whilst in the workplace may breach any Code of Conduct. If a colleague is found to be assisting an abuser in perpetrating the abuse by giving them access to facilities such as telephones or email then they will be seen as committing a disciplinary offence.

Tactical Security Options Ltd will treat any allegation, disclosure or conviction of a domestic abuse related offence on a case-by-case basis. The aim is to reduce risk and support change recognising their role in encouraging and supporting employees to address violent and abusive behaviour of all kinds. If an employee approaches Tactical Security Options Ltd about their abusive behaviour, information about services and support available will be provided.

Confidentiality will be maintained and information restricted only to those who have a need-to-know.

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#### **IF THE VICTIM AND PERPETRATOR WORK FOR THE SAME EMPLOYER**

In cases where both the victim and perpetrator of domestic abuse work for the same employer Tactical Security Options Ltd will take appropriate action including: -

- Consider utilising different office/shop-floor locations/sites/venues/events, working hours, shift patterns etc.
- Minimising the potential for the perpetrator to use their position or work resources to find out details about the whereabouts of the victim.
- Offer impartial support and where possible ensure both the victim and perpetrator have different line supervisors who are able to provide appropriate information to each party.

#### **RAISING AWARENESS**

Tactical Security Options Ltd will raise awareness of domestic abuse by publicising external resources for survivors and perpetrators of abuse alongside of this policy document.

#### **REVIEW**

This policy will be reviewed every three years unless there are changes in legislation, best practice or other organisation policies impact on its effectiveness.

#### **COMPLIANCE WITH THIS POLICY**

Tactical Security Options Ltd expects all employees to ensure that the policy and its procedures are strictly observed at all times.

#### **CONTACTS**

##### **Mental Health**

Anxiety UK

Charity providing support if you have been diagnosed with an anxiety condition.  
Phone: 03444 775 774 (Monday to Friday, 9.30am to 5.30pm)  
Website: [www.anxietyuk.org.uk](http://www.anxietyuk.org.uk)

Bipolar UK  
A charity helping people living with manic depression or bipolar disorder.  
Website: [www.bipolaruk.org.uk](http://www.bipolaruk.org.uk)

CALM  
CALM is the Campaign Against Living Miserably, for men aged 15 to 35.  
Phone: 0800 58 58 58 (daily, 5pm to midnight)  
Website: [www.thecalmzone.net](http://www.thecalmzone.net)

General Practitioner  
Your GP or an alternative local surgery can help with treatment plans, CBT, counselling etc.

Men's Health Forum  
24/7 stress support for men by text, chat and email.  
Website: [www.menshealthforum.org.uk](http://www.menshealthforum.org.uk)

Mental Health Foundation  
Provides information and support for anyone with mental health problems or learning disabilities.  
Website: [www.mentalhealth.org.uk](http://www.mentalhealth.org.uk)

Mind  
Promotes the views and needs of people with mental health problems.  
Phone: 0300 123 3393 (Monday to Friday, 9am to 6pm)  
Website: [www.mind.org.uk](http://www.mind.org.uk)

NHS  
999 emergency 111 non-emergency

No Panic  
Voluntary charity offering support for sufferers of panic attacks and obsessive compulsive disorder (OCD). Offers a course to help overcome your phobia or OCD.  
Phone: 0844 967 4848 (daily, 10am to 10pm)  
Website: [www.nopanic.org.uk](http://www.nopanic.org.uk)

OCD Action  
Support for people with OCD. Includes information on treatment and online resources.  
Phone: 0845 390 6232 (Monday to Friday, 9.30am to 5pm)  
Website: [www.ocdaction.org.uk](http://www.ocdaction.org.uk)

### OCD UK

A charity run by people with OCD, for people with OCD. Includes facts, news and treatments.

Phone: 0845 120 3778 (Monday to Friday, 9am to 5pm)

Website: [www.ocduk.org](http://www.ocduk.org)

### PAPYRUS

Young suicide prevention society.

Phone: HOPElineUK 0800 068 4141 (Monday to Friday, 10am to 5pm and 7pm to 10pm, and 2pm to 5pm on weekends)

Website: [www.papyrus-uk.org](http://www.papyrus-uk.org)

### Rethink Mental Illness

Support and advice for people living with mental illness.

Phone: 0300 5000 927 (Monday to Friday, 9.30am to 4pm)

Website: [www.rethink.org](http://www.rethink.org)

### Samaritans

Confidential support for people experiencing feelings of distress or despair.

Phone: 116 123 (free 24-hour helpline)

Website: [www.samaritans.org.uk](http://www.samaritans.org.uk)

### SANE

Emotional support, information and guidance for people affected by mental illness, their families and carers.

SANEline: 0300 304 7000 (daily, 4.30pm to 10.30pm)

Textcare: comfort and care via text message, sent when the person needs it most:

[www.sane.org.uk/textcare](http://www.sane.org.uk/textcare)

Peer support forum: [www.sane.org.uk/supportforum](http://www.sane.org.uk/supportforum)

Website: [www.sane.org.uk/support](http://www.sane.org.uk/support)

### Shout Crisis

Text line number 85258

If you're experiencing a personal crisis, are unable to cope and need support, Shout can help with urgent issues such as: Suicidal thoughts Abuse or assault Self-harm Bullying Relationship challenges

### YoungMinds

Information on child and adolescent mental health. Services for parents and professionals.

Phone: Parents' helpline 0808 802 5544 (Monday to Friday, 9.30am to 4pm)

Website: [www.youngminds.org.uk](http://www.youngminds.org.uk)

## **Abuse (child, sexual, domestic violence)**

NSPCC

Children's charity dedicated to ending child abuse and child cruelty.

Phone: 0800 1111 for Childline for children (24-hour helpline)

0808 800 5000 for adults concerned about a child (24-hour helpline)

Website: [www.nspcc.org.uk](http://www.nspcc.org.uk)

Police

999 emergency or 101 non-emergency

Refuge

Advice on dealing with domestic violence.

Phone: 0808 2000 247 (24-hour helpline)

Website: [www.refuge.org.uk](http://www.refuge.org.uk)

## **Addiction (drugs, alcohol, gambling)**

Alcoholics Anonymous

Phone: 0845 769 7555 (24-hour helpline)

Website: [www.alcoholics-anonymous.org.uk](http://www.alcoholics-anonymous.org.uk)

National Gambling Helpline

Phone: 0808 8020 133 (daily, 8am to midnight)

Website: [www.begambleaware.org](http://www.begambleaware.org)

Narcotics Anonymous

Phone: 0300 999 1212 (daily, 10am to midnight)

Website: [www.ukna.org](http://www.ukna.org)

## **Alzheimer's**

Alzheimer's Society

Provides information on dementia, including factsheets and helplines.

Phone: 0300 222 1122 (Monday to Friday, 9am to 5pm and 10am to 4pm on weekends)

Website: [www.alzheimers.org.uk](http://www.alzheimers.org.uk)

## **Bereavement**

Cruse Bereavement Care

Phone: 0844 477 9400 (Monday to Friday, 9am to 5pm)

Website: [www.crusebereavementcare.org.uk](http://www.crusebereavementcare.org.uk)

## **Crime victims**

### Rape Crisis

To find your local services phone: 0808 802 9999 (daily, 12pm to 2.30pm and 7pm to 9.30pm)

Website: [www.rapecrisis.org.uk](http://www.rapecrisis.org.uk)

### Victim Support

Phone: 0808 168 9111 (24-hour helpline)

Website: [www.victimsupport.org](http://www.victimsupport.org)

## **Eating disorders**

### Beat

Phone: 0808 801 0677 (adults) or 0808 801 0711 (for under-18s)

Website: [www.b-eat.co.uk](http://www.b-eat.co.uk)

## **Learning disabilities**

### Mencap

Charity working with people with a learning disability, their families and carers.

Phone: 0808 808 1111 (Monday to Friday, 9am to 5pm)

Website: [www.mencap.org.uk](http://www.mencap.org.uk)

## **Parenting**

### Family Lives

Advice on all aspects of parenting, including dealing with bullying.

Phone: 0808 800 2222 (Monday to Friday, 9am to 9pm and Saturday to Sunday, 10am to 3pm)

Website: [www.familylives.org.uk](http://www.familylives.org.uk)

## **Relationships**

### Relate

The UK's largest provider of relationship support.

Website: [www.relate.org.uk](http://www.relate.org.uk)

This policy has been approved & authorised by:  
Managing Director: Dave Pattinson

Signature: *Dave Pattinson*

Operations Manager: Stacey Vivian

Signature: *Stacey Vivian*

Date: 05.05.2020

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