

Domestic violence and abuse and the workplace

Research shows that 1 in 10 people will experience domestic violence and abuse in any one year. In Devon alone it affects thousands of women and men.

What happens to you in the privacy of your home - if you are being emotionally or physically abused - can have an impact on how you are at work.

You may:

- be late
- be distracted
- be withdrawn
- tense, anxious, nervous
- lose your self-confidence and self-esteem
- make unusual mistakes
- be harassed by unwanted phone calls, texts or emails
- be accompanied to or from work
- be injured and wear clothing to cover-up
- be scared

Your colleagues may be aware of what is happening and feel a range of different emotions from wanting to protect and support you to feeling aggrieved that they need to 'cover' for you.

Useful contact numbers

If you're in an emergency situation ring the police on 999, otherwise contact:

Women's Support Services

Exeter, East and Mid Devon 0800 328 3070
(24/7 free local calls)

North Devon and Torridge 01271 370079
(Mon – Fri 9am – 5pm)

South Hams and Teignbridge 01364 644088
(Mon – Fri 10am – 3pm & Weds 7pm – 9pm)

West Devon 01837 55228
(Mon – Fri 10am – 3pm & Weds 7pm – 9pm)

National 24 hour helpline 0808 2000 247

Men's Support Services

National Helpline MALE 0808 801 0327

LGBT Support Service

Broken Rainbow LGBT Domestic Violence Helpline 08452 60 44 60

Support for perpetrators

National Helpline (RESPECT) 0845 122 8609

Community Perpetrator programmes in Devon (REPAIR):

Exeter, East and Mid Devon 07870 980272

North Devon and Torridge 07773 394278

South Hams, Teignbridge and West Devon 07816 549113

Call charges from other networks or mobile phones may vary. You will need to check the rates you pay yourself.

LEAFLET FOR STAFF

What kind of a welcome home will you be getting tonight?



1 in 4 people suffer domestic violence and abuse

For more advice and information:

Devon County Council DVAC Referral Helpline
01392 382828

www.adva.org.uk



What is domestic violence and abuse



Domestic violence and abuse is when someone exerts power and control over another person within a close relationship.

Abuse can be:

- physical
- emotional power and control
- psychological
- sexual
- financial
- social (enforced isolation)

What kind of person suffers domestic violence and abuse?

It can affect **anyone** who is in a relationship; men or women, married or unmarried, straight or gay.

Sometimes domestic violence and abuse can also involve the wider family.

I am in an abusive relationship - what should I do?

There are several things you can do to begin to change your situation.

You can:

- **Talk to a DVAC.** A Domestic Violence and Abuse Contact on 01392 382828. DVACs are trained Devon County Council staff who will confidentially help direct you to support services.
- **Contact one of Devon's specialist, confidential support services.** These staff are highly experienced in providing telephone or face to face support at times that are safe and convenient to you. (See page 6 for a list of numbers)
- **Talk to your manager.** He or she will be able to provide flexible ways for you to address your situation to help safeguard you at work.
- **Seek advice from a solicitor or the Citizen's Advice Bureau about your legal rights.**
- **Work out a crisis safety plan to keep you and your children safe.** This will involve:
 - identifying a safe place to go
 - planning how to contact help in an emergency
 - storing emergency clothes, money, children's toys, important documents, addresses, telephone numbers and spare keys with someone you trust

What about the children?

Children are affected in many different ways by living with domestic violence and abuse. You may be frightened to ask for help because often the abuser will have told you that if you do the children will be taken away. Your children will not be removed for this reason. Agencies have a duty to ensure that children are safe and want to support you, as the non-abusing parent, to protect your family.

How can my children's school help?

The head teacher, year head or tutor in your child's school needs to know there are difficulties at home so the school or college can support the children and young people in whatever way is needed. Anything you tell them will be treated with confidence unless the safety of your child is seriously threatened. Often school or college can be a safe haven for children and young people when there are difficulties at home.

REMEMBER - There is growing recognition that domestic violence and abuse is not acceptable. There are many agencies in your area that are able to help you live free from violence.

REMEMBER - Whatever you decide to do, it will help to have the confidential support of a DVAC (Domestic Violence and Abuse Contact), your manager or an external specialist support service.