

# Domestic Violence and Devon County Council -What's the Connection?

More than 8,000 incidents of domestic violence are reported to the police each year in Devon. Many more people suffer in silence.

The purpose of this questionnaire is to find out what staff know about domestic violence and what support services, if any, they think an employer might provide.

It also looks at its impact in the workplace, both on victims and their colleagues.

Your opinions matter. The questionnaire should only take 10 to 15 minutes to complete and the information collected is completely anonymous. No one can be identified as a result of having completed this questionnaire. Your reply does not contain your email address.

Please reply by 6th July 2004

A report of the findings and recommendations will be available through the DCC intranet from October 2004.

Thank you in advance for your time

Philip Jenkinson  
Chief Executive

**A list of support services is provided at the end of the questionnaire**

## Definition and Identification of Domestic Violence

**Which of the following behaviours, whether an isolated incident or a course of events, would you consider to be domestic violence?**

**Please tick as appropriate**

	Yes	No
Physical violence, including pushing, hitting, punching, slapping, biting, kicking, strangling etc.	<input type="checkbox"/>	<input type="checkbox"/>
Threats to do any of the above	<input type="checkbox"/>	<input type="checkbox"/>
Threats to kill	<input type="checkbox"/>	<input type="checkbox"/>
Use of or threat with a weapon	<input type="checkbox"/>	<input type="checkbox"/>
Threats against children	<input type="checkbox"/>	<input type="checkbox"/>
Encouraging children to join in the abuse of their other parent	<input type="checkbox"/>	<input type="checkbox"/>
Harassment such as stalking, unwanted phone calls, hate mail etc.	<input type="checkbox"/>	<input type="checkbox"/>
Destruction of property, including furniture and other possessions , including pets	<input type="checkbox"/>	<input type="checkbox"/>
Emotional and verbal abuse, including shouting, general undermining of the partner through private and public ridicule and humiliation	<input type="checkbox"/>	<input type="checkbox"/>
Psychological abuse, including constant criticism about the partner's appearance, cooking, house-keeping, parental abilities, and the abused being blamed for everything including the violence itself	<input type="checkbox"/>	<input type="checkbox"/>
Isolation from family and friends, including not allowed visitors, to use the phone or the threat to prevent the victim from going out to work	<input type="checkbox"/>	<input type="checkbox"/>
Economic dependency, including having to ask for money for everything	<input type="checkbox"/>	<input type="checkbox"/>
Imprisonment and control of movements	<input type="checkbox"/>	<input type="checkbox"/>
Sexual abuse, including rape and having to agree to sex to prevent other violence	<input type="checkbox"/>	<input type="checkbox"/>
Sexual humiliation including having to perform possibly painful sexual acts against one's will, and/or being forced to watch pornography	<input type="checkbox"/>	<input type="checkbox"/>
Non-verbal intimidation, including stares, body-postures, etc.	<input type="checkbox"/>	<input type="checkbox"/>

**Do you have any comments on this list?**

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## The role of the employer in relation to domestic violence/abuse

**Do you think it is the employer's responsibility to support an employee who is experiencing domestic abuse?**

- Yes
- No

**What type of 'support' should the employer provide?**

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**Why don't you think the employer should be involved?**

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**Do you know that DCC has agreed to introduce a staff policy about domestic violence?**

- Yes
- No

**What would be the most effective method of communicating this to staff?**

- |   |  |
|---|--|
| <input type="checkbox"/> <i>Hard Copy</i> | <input type="checkbox"/> <i>Road Show</i>                |
| <input type="checkbox"/> <i>E-mail</i>    | <input type="checkbox"/> <i>Seminars</i>                 |
| <input type="checkbox"/> <i>Intranet</i>  | <input type="checkbox"/> <i>Corporate Welcome Events</i> |

## Provision of staff training in relation to domestic violence/abuse

**Have you received any training about domestic violence?**

- Yes
- No

**Should DCC provide training as necessary?**

- Yes
- No

To be completed by managers only

**Are you a manager?**

- Yes
- No

**How many staff do you manage?**

- 1-5
- 6-10
- 11-15
- 16-20
- 21-30
- 31-40
- 41-50
- Over 50

**As a manager, do you think it is your business to know what happens to your staff at home?**

- Yes
- No

**If you were aware that a member of your staff was experiencing or perpetrating domestic abuse at home, would you say/do anything?**

- Yes
- No

**What would you say or do if you were aware that a member of your staff was experiencing or perpetrating domestic abuse?**

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**Why would you not say or do anything if you were aware that a member of your staff was experiencing or perpetrating domestic abuse?**

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The following questions are only asked to set your previous answers in context. They cannot be used to identify you

**Are you**

- Female*
- Male*

**What age category are you in?**

- 16 - 24*
- 25 - 34*
- 35 - 54*
- 55 - 64*
- 65 +*

Are your colleagues directly affected by domestic violence

**Do you know anyone in your workplace who is a victim or a perpetrator of domestic violence?**

- Yes*
- No*

**Are they a victim or a perpetrator?**

- Victim*
- Perpetrator*

**How do you think this person's experience affects the workplace?**

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## Are you directly affected by domestic violence

**Have you been at the receiving end at home of any of these behaviours? (described at the beginning)**

- Yes  
 No

**Is the abuse current?**

- Yes  
 No

**Are you receiving support from an agency within or outside DCC?**

- Yes  
 No

**Which agencies have you contacted for support?**

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> GP             | <input type="checkbox"/> Counsellor           | <input type="checkbox"/> Rape and Sexual abuse line |
| <input type="checkbox"/> Health Visitor | <input type="checkbox"/> Victim Support       | <input type="checkbox"/> Confidential helpline      |
| <input type="checkbox"/> Midwife        | <input type="checkbox"/> Women's Aid refuge   | <input type="checkbox"/> Samaritans                 |
| <input type="checkbox"/> A&E            | <input type="checkbox"/> Women's Aid outreach | <input type="checkbox"/> DCC Counselling Service    |
| <input type="checkbox"/> CPN            | <input type="checkbox"/> Police               | <input type="checkbox"/> Other                      |

Please specify other agency

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**Has the domestic abuse you suffered or are currently suffering, caused you to take time off work?**

- Yes  
 No

**Has the domestic abuse you suffered caused you problems at work?**

- Yes  
 No

**What effect has this had on your work?**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Time off sick         | <input type="checkbox"/> Low energy                       | <input type="checkbox"/> Conflicts with colleagues |
| <input type="checkbox"/> Loss of concentration | <input type="checkbox"/> Working overtime                 | <input type="checkbox"/> Conflict with manager     |
| <input type="checkbox"/> Poor quality of work  | <input type="checkbox"/> Reduced career development       | <input type="checkbox"/> Other                     |
| <input type="checkbox"/> Low self esteem       | <input type="checkbox"/> Adversely affected job prospects |  |

Please state other effects

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**Do you think your work colleagues are aware that you are experiencing domestic violence/abuse**

- Yes
- No

**Is/was your manager aware of your situation?**

- Yes
- No

**Does/did your manager provide you with support?**

- Yes
- No

**What sort of support did he/she provide?**

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**What support should DCC provide for people who suffer from domestic violence at home?**

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As part of this work a small number of more detailed personal interviews will also be conducted. If you would be willing to participate in these please contact Rachel Martin on 01392 382233.

More information about Domestic Violence in Devon is available at [www.devon.gov.uk/domesticviolence](http://www.devon.gov.uk/domesticviolence) or contact Rachel Martin as above. If you want support and help please contact the helpline numbers given below.

If you are suffering from domestic violence or abuse, Devon County Council has a confidential outreach support services in every district as well as a specialist helpline for male victims. The contact numbers in each district are

East Devon - 01392 435560

Exeter - 01392 426483

Mid Devon - 01392 426521

North Devon and Torridge - 01271 370079

West Devon - 01837 55228

South Hams and Teignbridge - 01364 644088

National Women's Aid helpline (24 hours/7days week) - 0808 2000 247

DevonMale (for male victims) - 0845 064 6800

These telephone numbers can all be found on the website