



Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Violence Against Women, Domestic Abuse and Sexual Violence Workplace Policy

Policy Number:	311	Supersedes:	All previous arrangements and policies relating to domestic abuse	Classification	Employment
Version No	Date of Eql:	Approved by:	Date of Approval:	Date made Active:	Review Date:
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Brief Summary of Document:	This policy will provide guidance to staff and managers in identifying and dealing with violence against women, domestic abuse and sexual violence both in and outside of the workplace and assist managers to appropriately address situations where staff are victims or perpetrators of domestic abuse and/or violence. By developing an effective policy and working to reduce the risks associated with violence against Women, Domestic Abuse and Sexual violence, Hywel Dda UHB will create a safer workplace and send out a strong message that all types of violence and abuse are unacceptable.
Scope:	For all Hywel Dda University Health Board employees, including agency workers, contractors, volunteers, students and trainees who may be affected by Violence against women, domestic abuse and sexual violence. Organisation Wide.
To be read in conjunction with:	<p>All other relevant workforce and OD policies</p> <p>201- All Wales Disciplinary Procedure</p> <p>203 - Capability Policy</p> <p>126 - Work life Balance Flexible Working Policy</p> <p>122 – All Wales Special Leave Policy</p> <p>295 - Protection of Vulnerable Adults From Abuse All Wales Policies and Procedure</p> <p>203 – All Wales Capability Policy</p> <p>098 - Safeguarding Vulnerable Adults Interim Policy</p> <p>246- Allegations of Harm/Abuse involving Children or Adults (Professional</p>

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	Abuse Policy).
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Owning Committee	Workforce and Organisation Development committee
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Executive Director:	Mandy Davies	Job Title	Interim Director of Nursing, Quality & Patient Experience
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Reviews and updates		
Version no:	Summary of Amendments:	Date Approved:
1	New policy	July 2012
2	Updated	December 2016
3	Revised	31/7/2017

Glossary of terms

Term	Definition
VAWDASV	Violence against Women, Domestic Abuse and Sexual Violence.
ONS	Office for National Statistics

Keywords	Violence against Women, Domestic Abuse, Sexual Violence, Child Protection, Safeguarding Children, Safeguarding Adults. MARAC
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1. INTRODUCTION

Incidents of violence against women, as well as domestic abuse and sexual violence against men, women and people identifying as transgender has a serious impact on those who experience it. It is estimated that domestic violence and abuse affects 1 in 4 women and 1 in 6 men in their lifetime (Office for National Statistics (ONS), 2015). Domestic violence and abuse affects both women and men but whilst young men are most likely to be the victims of violence generally (ONS 2015), women are disproportionately affected by all forms of intimate violence.

The effects and costs of domestic violence and abuse within the workplace remain relatively hidden and unidentified by most organisations. Research by the Equality and Human Rights Commission (2010) suggests that:

- Domestic abuse currently costs UK businesses over £2.7 billion a year.
- In the UK, in any one year, more than 20% of employed women take time off work because of domestic abuse, and 2% lose their jobs as a direct result of the abuse.
- 75% of women that experience domestic abuse are targeted at work – from harassing phone calls and abusive partners arriving at the office unannounced, to physical assaults.
- 15% of men aged 16-59 say they have been physically assaulted by a current or former partner at some point in their lives.

In 2015, The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act (VAWDASV) was passed. This is a unique and ground breaking piece of legislation which seeks an improved collective public sector response, stronger leadership and a more consistent focus on the way these issues are tackled in Wales and helps victims. More importantly it seeks to stop the abuse happening in the first place.

For the purpose of the policy, whenever the term 'domestic violence and abuse' is used it means violence against women, domestic abuse and sexual violence as described by the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. It also includes any gender based violence.

2. POLICY STATEMENT

Hywel Dda University Health Board recognises that within its workforce there will be employees who have experienced, or who are currently experiencing domestic violence and abuse as well as employees who are perpetrators or who are alleged to be perpetrators.

Hywel Dda University Health Board supports the Welsh Government Violence against Women, Domestic Abuse and Sexual Violence Act (2015) in being wholly committed to the resolution of domestic violence and abuse (WG, 2015). Hywel Dda University Health Board is therefore committed to raising awareness and providing guidance for its employees and managers to address the occurrence of violence against women, domestic abuse and sexual violence and the effects on the workplace.

3. SCOPE

This policy will apply to all employees of Hywel Dda University Health Board. This also includes students, volunteers, locum staff, agency and bank staff, contractors and trainees. It is recognised that whilst both women and men can be victims of domestic violence and abuse, the majority of such abuse is perpetrated by men against women and their children. Where appropriate, this Policy should be used in conjunction with other Health Board policies such as

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the 201- All Wales Disciplinary Procedure, 203 - Capability Policy, 126 - Work life Balance Flexible Working Policy and 122 – All Wales Special Leave Policy.

Where a case involves child protection issues, managers should refer to the All Wales Child Protection Procedures.

Where a case involves adult protection concerns, managers should refer to the Health Board 295 - Protection of Vulnerable Adults From Abuse All Wales Policies and Procedure.

4. AIM

The aim of this policy is to ensure that Health Board employees who are experiencing or have experienced domestic violence and abuse are offered the appropriate response and support. It also aims to ensure that employees that are perpetrators or alleged perpetrators of domestic violence and abuse are investigated and managed appropriately.

5. OBJECTIVES

The aim will be achieved by:

- Assisting managers to provide a confidential, sympathetic and supportive response to staff who experience domestic violence and abuse.
- Assisting managers to appropriately address situations where staff are alleged perpetrators or are found to be perpetrators of domestic violence and abuse.

6. PROCEDURE:

6.1. Definitions

‘Violence against women’ has been defined by the United Nations as any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. The term violence against women is used to describe violence perpetrated against a woman because she is a woman, being recognised internationally as a violation of human rights.

‘Domestic abuse’ has been defined by the Home Office (2013) as any incident or pattern of incidents of controlling, coercive or 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. This can encompass but is not limited to the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Appendix 2 sets out further detail of the above definitions.

6.2. Reasons why it is difficult to identify violence against women, domestic abuse and sexual violence

Often an employee who is experiencing domestic violence and abuse may be reluctant to tell people at work (colleague or manager) of their situation. It has been shown that, on average, an individual will experience 35 episodes of domestic violence and abuse before they decide to seek help (Walby 2009).

Reasons for reluctance can include:

- Shame and embarrassment of their situation.
- Cultural stigma.
- Lack of knowledge of what help is available to them.
- Unclear of where they can access help.
- Fear of making the situation worse.
- Fear that their children may be taken away from them.
- Fear of seeing their partner prosecuted.
- Belief that the abuse will not happen again.
- Denial that the abuse is happening.

7. EMPLOYEES EXPERIENCING DOMESTIC VIOLENCE AND ABUSE

Employees who make it known to Hywel Dda University Health Board that they are experiencing domestic violence and abuse will be treated in a sympathetic and supportive manner. They will not be judged by other employees and will be encouraged to help themselves out of their abusive circumstances, having due regard for their personal safety, and that of their children and vulnerable adults in the household if applicable.

Employees can seek advice and support from their line manager or human resources department. Alternatively, employees can contact the Occupational Health Service or Staff Psychological Well-Being service for confidential advice. Trade Union representatives should also be able to provide advice and support.

Employees should be encouraged to discuss any issues of domestic violence and abuse with their line manager as often the effects of abuse can impact on an employee's standard of work or attendance. This will be taken into consideration with regards to any formal management under the Health Board's 203 – All Wales Capability Policy and Management of Attendance policies.

The Health Board respects the employee's right to privacy in the event that they do not wish to inform the organisation that they have experienced, or are experiencing, any domestic violence or abuse.

Employees who recognise or suspect that a colleague is living in an abusive situation at home should speak in confidence to their line manager or Human Resources Department. Employees should recognise that they are not trained counsellors and should be wary of promising more than they can deliver in terms of support. They should also consider their own well-being as they may be putting themselves in danger if the abuser becomes aware of their support.

7.1 Child Protection Issues

There is considerable overlap between violence against women, domestic abuse and sexual violence and the abuse of children. According to child protection experts, there is significant evidence that demonstrates that men who are abusive to their female partners are more likely to physically abuse their children. In some instances the children may also be injured in the course of an assault on their mother (Cawson, 2002; Stanley 2011, Safe Lives 2015).

The perpetrator may use the threat that their children will be taken into care if the abuse is reported. Consequently, it is essential to deal with child protection issues sensitively when discussing suspected abuse with employees.

When dealing with suspected cases of violence against women, domestic abuse and sexual violence the manager should establish if the employee has any children living at home and, if so, consider whether they are in imminent danger and if so take appropriate action to ensure their safety. In the instance of the involvement of children, the All Wales Child Protection Procedures should be adhered to. Hywel Dda University Health Board's Safeguarding Children Team can provide support and advice. The contact details for the Safeguarding Children Team can be found within the sources of help section at Appendix 1.

Children may be directly, indirectly or accidentally involved in violence against women, domestic abuse and sexual violence. Additionally, many children witness and/or hear the violence directed towards their mother (or father) and all children, however young, are likely to be aware of their mother's or father's distress. These children will also be aware of the non-physical forms of abusive and controlling behaviour that are very much part of the dynamics of abuse (Jaffe et al 2007). Even in these situations, where the child is not physically abused they can be suffering significant harm (Kitzman et al 2003, Melter et al 2009). The issue of safeguarding children is everyone's business and is a shared responsibility.

7.2 Adult Protection Issues

When dealing with suspected cases of violence against women, domestic abuse and sexual violence, the manager should establish if the employee has any adults who meet the definition of an Adult at Risk (Wales Interim Policy and Procedures for the Protection of Vulnerable Adults from Abuse, 2010) living at home and, if so, consider whether they are in imminent danger, and take appropriate action to ensure their safety. If adults are deemed to be at risk, the Health Board's 295 - Wales Interim Policy and Procedures for the Protection of Vulnerable Adults from Abuse (2013) and the Health Board's Policy 098 - Safeguarding Adults at Risk should be adhered to. The Adult Safeguarding team can be contacted to provide support and advice. (Contact details at Appendix 1).

7.3 The Manager's Response

- Where a manager suspects that an employee is experiencing domestic violence and abuse, they should contact the safeguarding team for advice before any discussion takes place with the employee.
- Any discussion about the employee's situation should take place in private and any questions should be asked with care and sensitivity. Employees should never feel pressured into disclosing any personal information that they do not feel comfortable sharing.
- The Manager should appreciate how difficult it may be for an employee to discuss their personal circumstances and should always offer support in a non-judgemental manner.

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- The Manager should also remember that, very often, signs of abuse will not be visible and that an individual may leave their abusive environment only to return again sometime in the future (refer to Appendix 2 - possible signs of violence against women, domestic abuse and sexual violence).
- The manager should reassure the employee that any information they disclose will be treated in confidence. However, in some circumstances this confidence may need to be broken in order to protect children or vulnerable adults.
- The manager may consider implementing reasonable measures which would protect the safety of the employee who is experiencing domestic violence and abuse. For example, an employee who is concerned for their safety while travelling between work and home, or whilst at work, may benefit from a temporary change in hours or place of work. In some circumstances it may be appropriate to permanently relocate or redeploy an employee as a supportive measure if this is practicable and has no significant impact on service delivery.
- The manager should offer ongoing support to the employee who is experiencing domestic violence and abuse including reasonable time off, for example, for counselling, visits to a solicitor or support agencies, for re-housing or re-organising childcare.
- In cases where both the victim and the alleged perpetrator or perpetrator of abuse work in the same county/area/department, the Health Board will take appropriate action.
- In addition to considering disciplinary action against the alleged perpetrator or perpetrator, action may need to be taken to ensure that the victim and alleged perpetrator or perpetrator do not come into contact in the workplace.
- Action may also need to be taken to minimise the potential for the alleged perpetrator or perpetrator to use their position or work resources to find out details about the whereabouts of the victim. This may include a change of duties for one or both employees or withdrawing the alleged perpetrator's/perpetrator's access to certain computer programmes or offices.
- However, it is also recognised that in certain circumstances, those experiencing and perpetrating domestic violence and abuse in a relationship may choose to seek solutions jointly and in such situations, appropriate support should be given.

It is important to note that an employee who is experiencing domestic violence and abuse may demonstrate poor punctuality, poor attendance, poor work performance and productivity. The managers should be aware that these factors may be symptoms of abuse and take appropriate steps to try and establish this prior to investigating any disciplinary procedures. The Health Board 203 - Capability Policy provides guidance on completing an action plan with suggested timescales in these circumstances.

8 EMPLOYEES WHO ARE ALLEGED PERPETRATORS OR PERPETRATORS OF VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE.

Violence against Women, Domestic Abuse and Sexual Violence perpetrated by employees will not be condoned under any circumstances nor will it be treated as a purely private matter. The Health Board recognises that it has a role in encouraging and supporting employees to address their violent and abusive behaviours.

If an employee approaches their manager or another manager in the Health Board about their abusive behaviour, the Health Board will provide them with information about the services and support available to them and will encourage the employee to seek support and help from an appropriate source.

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The Health Board will treat any allegation, disclosure or conviction of any abuse related offence on a case-by-case basis with the aim of reducing risk to others including the victim and any identified children/adult at risk. The aim will also be to support a change in behaviour. Allegations against employees of the Health Board may be subject to Policy 246- Allegations of Harm/Abuse involving Children or Adults (Professional Abuse Policy).

An employee who is cautioned or convicted of a criminal offence in relation to violence against women, domestic abuse and sexual violence may be subject to the Health Board Policy 201 – Disciplinary Policy. The Health Board also reserves the right to consider the use of the 201 - Disciplinary Policy should an employee's activities outside work have had a detrimental impact on their ability to perform the role for which they are employed and/or be considered to have brought the organisation into disrepute.

If an employee is also a member of a regulatory body, a notification will be required by the appropriate professional lead and supported by a workforce manager to the regulatory body as part of an investigative process.

8.1 The Manager's Response

- Allegations will be dealt with fairly and in a way that provides support for the employee who is the subject of the allegation or disclosure.
- The employee will receive guidance and support.
- Confidentiality will be maintained and information restricted only to those who have a need to know.
- Investigations will be thorough and independent.
- All cases will be dealt with quickly, avoiding unnecessary delays.
- All efforts will be made to resolve the matter within 4 –6 weeks, although some cases will take longer because of their nature or complexity.
- The alleged perpetrator or perpetrator will be:
 - Treated fairly and honestly
 - Helped to understand the concerns expressed and processes involved
 - Kept informed of the progress and outcomes of any investigation and the implications for any disciplinary process
 - Advised to contact their Trade Union or Professional organisation
 - Advised that they may seek advice from an appropriate source, such as the Occupational Health Department or Staff Psychological Well-Being Service.
 - In cases where both the victim and the alleged perpetrator or perpetrator of abuse work in the same county/area/department, the Health Board will take appropriate action.
 - In addition to considering disciplinary action against the alleged perpetrator or perpetrator, action may need to be taken to ensure that the victim and alleged perpetrator or perpetrator do not come into contact in the workplace.
 - Action may also need to be taken to minimise the potential for the alleged perpetrator or perpetrator to use their position or work resources to find out details about the whereabouts of the victim. This may include a change of duties for one or both employees or withdrawing the alleged perpetrator's/perpetrator's access to certain computer programmes or offices.

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- However, it is also recognised that in certain circumstances, those experiencing and perpetrating domestic abuse in a relationship may choose to seek solutions jointly and in such situations, appropriate support should be given.

It is important to note that this procedure is intended to be safety focussed and supportive rather than punitive.

There are four important strands in the consideration of an allegation:-

- a police investigation of a possible criminal offence
- disciplinary action by the employer
- providing specialist, safety focussed counselling
- identifying risk

If a colleague is found to be knowingly assisting an abuser in perpetrating the abuse, for example, by giving them access to facilities such as a telephone, email or a fax machine then they will be seen as having committed a disciplinary offence.

8.2 Malicious allegations

If it becomes evident that an employee has made a malicious allegation that another employee is perpetrating abuse, then this will be treated as a serious disciplinary offence and action will be taken in line with the Health Board 201–Disciplinary Policy.

9 RESPONSIBILITIES

9.1 Chief Executive Officer

The Chief Executive of Hywel Dda University Health Board has overall responsibility for effective management of organisational policies relating to Hywel Dda University Health Board employees.

9.2 Director of Workforce and Organisational Development:

Is jointly responsible for ensuring this policy and any associated documentation relating to violence against women, domestic abuse and sexual violence are reviewed and updated in line with future guidance.

9.3 Director of Nursing, Quality and Patient Experience

Holds responsibility for this policy and this is delegated to Assistant Director of Nursing for Assurance and Safeguarding.

9.4 Head of Safeguarding Adults and Children (Named Nurse)

Is responsible for ensuring this policy and associated documentation are reviewed and updated in line with future guidance.

9.5 Occupational Health Lead

Has a responsibility to offer support to employees who are affected by violence against women, domestic abuse and sexual violence.

9.6 Managers and Heads of Services

Managers are responsible for raising awareness of the policy to all employees. They are also responsible for ensuring any staff who experience domestic violence and abuse, and employees who are perpetrators of domestic violence and abuse are treated fairly and offered

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appropriate support. This support needs to consider safety of the victim and management of risk to any children and adults within the family. Any managers who require training as a result of this policy should contact their Learning and Development Department.

10 REFERENCES

The following references are the most recent evidence and have informed this policy:-

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11. APPENDIX 1 - SOURCES OF HELP

Al Anon	http://al-anonuk.org.uk/contact	02074030888
Alcohol Concern Cymru	http://alcoholconcern.org.uk/alcohol-concern-in-action/projects/alcohol-concern-cymru	03001231110
Alcoholics Anonymous	http://alcoholics-anonymous.org.uk/?PageID=2	National Helpline 0845 769555
BAWSO		0800 7318147
Citizens Advice Bureau	Check locally for details	03444772020
Childline	http://childline.org.uk	0800 1111
Consumer Credit Counselling Service Helpline	http://www.cccs.co.uk/	West Wales credit union 01239 621408
Credit Union	http://www.findyourcreditunion.co.uk/home	
Dyfed Powys Police		999 /101
DYN Project		0808 801 0321
Hafan Cymru	http://hafancymru.co.uk	01267 2255555
Housing	Carmarthenshire County Council	01267 223867
	Ceredigion County Council	01545 572181
	Pembrokeshire County Council	01437 764551
Live Fear Free	http://livefearfree.org.uk	08088010800
Mankind Initiative UK	http://www.mankind.org.uk	01823 334244
Miscarriage Association Helpline	http://www.miscariageassociaton.org.uk	01924 200799
NHS Direct	http://www.nhsdirect.wales.nhs.uk	0845 46 47
NPSCC	https://www.npscc.org.uk	0808 500 5000
Occupational Health – Hywel Dda Health Board	Bronglais Hospital	01970 635811
	Glangwili General Hospital	01267 227429
	Prince Philip Hospital	01554 783518
	Withybush Hospital	01437 773217
Rape Crisis Federation	http://www.rapecrisis.org.uk	0808 802 9999
Relate	http://www.relate.org.uk/home/index.html	0300 100 1234
Health Board Safeguarding Children's Team	Carmarthenshire	01267 227056
	Ceredigion	01970 635794
	Pembrokeshire	01437 773851
Health Board Safeguarding Adult Team		01437 772516
Samaritans	http://www.samaritans.org/talk_to_someone/find_my_local_branch/wales.aspx	08457909090

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Shelter Cymru	http://www.sheltercymru.org.uk/home/default.aspx	0845 075 5005
Staff Psychological Well Being Service (Hywel Dda Health Board)	Withybush Hospital Also available at Glangwili and Prince Philip Hospitals (contact number as for Withybush for appointments)	01437 772527
Social Services	Carmarthenshire County Council Ceredigion County Council Pembrokeshire County Council	01267 224466 01545 574000 01437 764551
Solicitors	Check locally for details (telephone directory)	
Victim Support Wales	http://www.victimsupport.org	0845 612 1900
Welsh Women's Aid	http://www.welshwomensaid.org/index.html	

12. APPENDIX 2 – DEFINITIONS

<p>Violence against women, domestic abuse and sexual violence (VAWDASV) ‘Violence against women’</p>	<p>Violence against women, domestic abuse and sexual violence (VAWDASV) ‘Violence against women’ has been defined by the United Nations as</p> <p>Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. The term violence against women is used to describe violence perpetrated against a woman because she is a woman, being recognised internationally as a violation of human rights.</p> <p>Whilst the overwhelming majority of victims are women, domestic abuse and sexual violence are not exclusively experienced by women. Data collected in Sexual Assault Referral Centres (SARCs) and by projects that support male victims of domestic abuse demonstrates this and the Welsh Government is committed to supporting all victims of violence and domestic abuse.</p>
<p>Domestic abuse</p>	<p>New definition published by the Home Office, March 2013:</p> <p>Any incident or pattern of incidents of controlling, coercive or 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. This can encompass but is not limited to the following types of abuse:</p> <ul style="list-style-type: none"> • Psychological • Physical • Sexual • Financial • Emotional • Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. • Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim”. <p>This definition, which is not a legal definition, includes ‘honour’ based violence, female genital mutilation (FGM) and forced marriage, victims are not confined to one gender or ethnic group.</p>

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Forms of domestic abuse	<p>The following section sets out the various forms of abuse, which a person may experience in a violent relationship (Women's Aid Federation 2010):</p> <p>Physical abuse The use of weapons, punching, head butting, suffocation, hair pulling, kicking, slapping, strangulation, drowning, burning, sleep deprivation, rape and murder.</p> <p>Psychological Mind games, constantly moving the goalposts, blaming the other person for the abuse, blaming other factors in the relationship for the abuse, undermining parental authority, telling the person they are mad.</p> <p>Emotional Saying no-one else will want them, telling them they are fat, ugly, stupid, lazy, sexually unappealing or a bad parent.</p> <p>Economic No access to money, no access to salary, child allowance or other benefits, not named on the mortgage/tenancy papers, no access to the bank account.</p> <p>Destructive criticism and verbal abuse Shouting, mocking, accusing, name calling, verbally threatening.</p> <p>Pressure tactics Sulking, threatening to withhold money, disconnecting the telephone, taking the car away, taking the children away, reporting you to welfare agencies unless you comply with the demands regarding the parenting of the children; lying to your friends and family about you, telling you that you have no choice in any decision making processes.</p> <p>Disrespect Persistently putting you down in front of other people, not listening or responding when you talk, interrupting telephone calls, refusing to help with childcare or housework.</p> <p>Breaking trust Lying, withholding information, being jealous, having other relationships, breaking promises and shared agreements.</p> <p>Isolation Accompanied everywhere for example shopping, doctors; locked in, allowed out for set time periods only, not allowed contact with friends or family, leaving visible signs of injury to embarrass and deter you from going out, monitoring or blocking your telephone calls.</p> <p>Harassment Being followed or being checked up on, opening mail, checking mobile telephone call history or texts, repeatedly dialling 1471 to see who has</p>
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	<p>telephoned, embarrassment in public.</p> <p>Threats Making angry gestures, using physical size to intimidate, shouting down, destroying possessions, breaking things, punching walls, wielding a weapon.</p> <p>Sexual Non-consenting participation in bestiality, drugs, use of objects pornography, buggery; rape, unwanted touch, forced sex with others.</p> <p>Denial Saying the abuse doesn't happen, saying you caused the abusive behaviour, being publicly gentle and patient, crying and begging for forgiveness, saying it will never happen again.</p> <p>“Honour” based violence (CPS 2015) Honour based violence is a crime or incident which has or may have been committed to protect or defend the honour of the family/and or community.</p> <p>Forced marriage (Home Office 2013b) A forced marriage is where one or both people do not (or in cases of people with learning disabilities cannot) consent to marriage and pressure and abuse is used.</p> <p>Female genital mutilation (FGM) (WHO 2016) FGM comprises all procedures that involve partial or total removal of the female external genitalia, or other injury to the female genital organs for non-medical reasons.</p>
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<p>Older victims of domestic abuse</p>	<p>Older victims often experience domestic abuse for twice as long before seeking help, yet are hugely under represented among domestic abuse services Some older people may be less likely to access services or be less aware of the options available.(Older Person's Commissioner for Wales,2017).</p> <p>The experience of Violence against women, domestic abuse and sexual violence can be even more damaging to victims where it is experienced alongside other complex needs or vulnerabilities (Safe Lives 2016).</p>
<p>Domestic Abuse in pregnancy</p>	<p>Domestic abuse can vary in both frequency and intensity. Employees may experience a violent or abusive attack as a 'one off' or rare incident. Given that the pattern of domestic abuse is one of escalation, there is no level of abuse which should be viewed as acceptable or insignificant. 30% of domestic abuse escalates during pregnancy and it has been identified as a prime cause of miscarriage or stillbirth. This may prevent women from seeking or perceiving proper antenatal and postnatal care. In addition, where there is abuse, this may affect attachment to the child with resultant detrimental effect on the psychological wellbeing of the developing infant/child. Routine antenatal and postnatal health assessment by midwives and health visitors includes a question on the experience of domestic abuse (All Wales Domestic Abuse Routine Enquiry Pathway, 2006).</p>

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Risks to Children	<p>The risks to children living with domestic abuse include:</p> <ul style="list-style-type: none">• Direct physical or sexual abuse of the child. Research shows this happens in up to 60% of cases; also that the severity of the abuse against the non abusive parent is predictive of the severity of abuse to the children.• The child being abused as part of the abuse.• Being used as pawns or spies by the abusive partner in attempts to control the non abusive parent.• Being forced to participate in the abuse and degradation by the abusive partner.• Emotional abuse and physical injury to the child from witnessing the abuse.• Hearing abusive verbal exchanges between adults in the household.• Observing bruises and injuries sustained by the non abusive parent.• Hearing their non-abusive parent's screams and pleas for help.• Observing the abusive parent being removed and taken into police custody.• Attempting to intervene in a violent assault.• Being physically injured as a result of intervening or by being accidentally hurt whilst present during a violent assault.• Being unable or unwilling to invite friends to the house.• Frequent disruptions to social life and schooling.
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13. APPENDIX 3 - POSSIBLE SIGNS OF VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE

It is important to note that the examples provided below are not a checklist. Some people may not display any signs of violence or abuse. Individuals experiencing violence and domestic abuse suffer a broad range of both physical and emotional consequences. For some, the abuse greatly affects their lives over a significant period of time and the process of recovery is often long and difficult. Others may be able to recover and start a new life again relatively quickly after leaving an abusive relationship.

Some possible signs of identifying violence against women, domestic abuse and sexual violence include:

Physical signs and symptoms:

- Injuries at various stages of healing
- Distribution of bruising e.g. breast, genitals, upper arms, face and abdomen
- Fractures of face, ribs, spiral fractures of radius and ulna
- Eyes, sub-conjunctiva haemorrhages
- Ears, ruptured tympanic membrane, 'cauliflower ear'
- Other – sleep disturbance, pelvic pain, atypical chest pain, gastro-intestinal disturbance, chronic headache, dizziness
- Possibly pregnant
- Sexual abuse
- Signs of neglect
- Self mutilation
- Urinary track infections
- Sexually transmitted diseases
- Incontinence or pain both bowel and bladder
- Any other suspicious injury or symptom

Psychological/behavioural signs and symptoms

- Expressions of fear, guilt, worry, inability to cope
- Symptoms of depression
- Panic attacks, anxiety
- Alcohol/drug abuse
- Attempted suicide/cry for help
- Obvious distress
- Inappropriate non-verbal behaviour
- Inappropriate partner/carer response
- Discrepancy between verbal description and physical findings
- Minimising serious injury
- Reluctance of person to speak or disagree in partner's presence