

Reference:	FOI.1132.19
Subject:	Domestic abuse policies
Date of Request:	11 July 2019

Requested

1. Do you have a domestic abuse policy or something equivalent that applies to employees experiencing domestic abuse? If so, please provide a copy of the applicable policy.
2. Do you have other policy/policies which provide for support for employees experiencing domestic abuse (for example, as part of a leave policy)? If so, please provide a copy/copies of the relevant policy/policies.
3. Please inform us when each of the policies caught by the above questions ('the relevant policies') were first created and, if applicable, subsequently reviewed and updated?
4. Do you have a dedicated point of contact staff member who is trained to provide information and support to employees experiencing domestic abuse? When was that role created and first made active?
5. How are HR staff and managers made aware of the existence of the relevant policies?
6. How are general staff made aware of the existence of the relevant policies?

Response:

1. Hywel Dda University Health Board (UHB) does have a Violence Against men, Domestic Abuse and Sexual Violence Workplace Policy (311), a copy of which is provided as Attachment 1; and the "Ask and Act" - Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) (592) provided as Attachment 2.

These policies 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. The policies also offer assistance for managers to appropriately address situations where staff are victims or perpetrators of domestic abuse and/or violence.

2. **Fgs**

3. The original version of the Violence Against Women, Domestic Abuse and Sexual Violence Workplace Policy (311) was created in July 2012. Version 2 was created in December 2016, this was then reviewed with the existing version being approved on 31 July 2017 by the UHB's Workforce and Organisational Development Sub Committee.
4. The UHB does not have a dedicated resource for domestic abuse. The corporate safeguarding team operate a daily single point of contact for advice and support for employees and managers on all safeguarding matters, including violence against women, domestic abuse and sexual violence.

Employees who have experienced domestic abuse would be referred to or signposted to the UHB's Occupational Health and Wellbeing Services, which includes Psychological Support Services. The occupational health team could then further signpost the employee to specialist domestic abuse support services as appropriate.

5. Human resource staff and managers are made aware of policies during the consultation phase in their development and review. All approved policies are then circulated internally via global emails. Further awareness is raised through training, meetings and safeguarding team newsletters.
6. Please see response to question 5.