

Domestic abuse guide

There is #NoExcuseForAbuse

Thinking about the behaviour of a partner or family member...



Do you feel doubted and criticised?



Are you made to feel like you are losing your sanity?



Do you feel anxious and stressed in their company?



Do you feel intimidated, threatened or guilty?



Is your mobile phone and internet use monitored?



Do they slap, pinch, bite, kick, choke or throw things at you?



Are you being accused of flirting or having an affair?



Are your movements constantly monitored at home and work?



Are you afraid for your safety, your life and the lives of others?



Are you not free to do the things you want, wear what you want, see people you want?



Are you being forced into a relationship or marriage?



Are you forced to engage in sexual acts that make you feel sad, degraded or uncomfortable?



Do they threaten to take their own life or the lives of others if you don't comply?



Do you have to justify how you spend your money? Is it taken away and you're given an allowance?



Have you ended a relationship or moved away, but are being harassed via social media or other people?



Do you feel controlled, isolated, scared, hurt, hopeless or trapped?

These are all signs of domestic abuse and coercive control. It is not OK for someone to make you feel like this. There is #NoExcuseForAbuse.

The Covid-19 pandemic means that helping people at risk of domestic abuse is more challenging. There is increased social isolation and as we all stay home we need to remember that home is not a safe place for everyone. Look out for your friends, family, neighbours and colleagues. If you think someone is at risk please report this so they can get the help they need.

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Domestic abuse can happen to everyone, regardless of gender or sexuality. We are asking you to look out for your colleagues and spot the signs that they may need help.

Do they have unexplained injuries?

Do they have decreased productivity?

Are they frequently late or absent?

Are there changes in behaviour?

We understand it may be difficult to approach someone if you think they are at risk, but it may be the important first step in helping them. It will be difficult for colleagues to tell someone about the domestic abuse they are experiencing and your support is important.

DO



- Ask if something is wrong
- Express concern
- Listen non-judgmentally and validate
- Offer help
- Prioritise safety over work efficiency
- Support their decisions
- Encourage them to call helplines or police
- Give confidence and reassurance
- Allocate private time and space to listen
- Refer to the Trust's domestic abuse policy for help in talking with a colleague who has shared their experiences

DON'T



- Wait for them to come to you
- Judge or blame
- Pressure the individual
- Give advice
- Place conditions on your support
- Show any doubt
- Seek proof of abuse
- Be afraid to ask a colleague for support and guidance

How the Trust can help

Agreeing a period of absence (dependent on the individual's situation) through collaboration with the employee, their manager (supported by HR) and their union representative if applicable.

Arrange flexible working hours and consider job sharing options.

Making emergency and safe contact arrangements.

Improving the safety of the employee while they are at work.

Adjusting their responsibilities and workload.

Reviewing communications and IT safety.

Consider any other support that the person feels would help.

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Black Country Healthcare
NHS Foundation Trust

Support for women



08000 194 400
(24 hour free helpline)
info@havenrefuge.org.uk
havenrefuge.org.uk
Online chat on website
(9am-5pm Mon-Fri)



0121 553 0090
(9am-5pm Mon-Fri)
0121 552 6448
(24 hour helpline)
07384 466181 Text, WhatsApp
(9am-9pm Mon-Fri)
blackcountrywomensaid.co.uk



0808 2000 247
(24 hour free helpline)
refuge.org.uk

Support for men



0800 801 0327
(9am-8pm Mon, Wed and
9am-5pm Tue, Thu, Fri)
info@mensadvice.org.uk
mensadvice.org.uk



01823 334244
(10am-4pm Mon-Fri)
admin@mankind.org.uk
mankind.org.uk



01902 421904
info@st-georges-house.org.uk
st-georges-house.org.uk

Support for men and women who identify as LGBTQ



0800 999 5428
(10am-5pm Mon, Tue, Fri and
10am-8pm Wed, Thu)
galop.org.uk



Brightsky is a free app providing support and information for anyone experiencing domestic abuse, or someone concerned about a friend or family member.
hestia.org/brightsky

Domestic abuse toolkit from Business in the Community:
bitc.org.uk/toolkit/domestic-abuse-toolkit

Guidance from Citizens Advice
citizensadvice.org.uk/family/gender-violence/domestic-violence-and-abuse-getting-help

The Survivor's Handbook from Women's Aid:
womensaid.staging.wpengine.com/the-survivors-handbook



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Remember...



IF AT IMMEDIATE RISK CALL 999!

If you are fearful of being overheard or seen then when you call 999 press 55 and the operator will transfer the call to emergency services without you having to speak (silent solution system).

Police response is business as usual during COVID-19. Please contact them if you need help!

Domestic abuse services are still running during COVID-19. Please contact them if you need help!



Any websites and resources you access may show up in your history or downloads so use a device that only you have access to. Most domestic abuse help websites offer a quick exit tab or link to a safe website so you have the option to leave the page quickly. The Royal College of Nursing provide useful information on staying safe online:
rcn.org.uk/clinical-topics/domestic-violence-and-abuse/being-safe-online



To raise any concerns in the workplace please speak to a member of the HR team for advice and support. You can also speak to your line manager or to a safeguarding named nurse / safeguarding named practitioner (details are on each Trust's intranet).

Organisations can and should support employees who are experiencing domestic abuse.

You are not alone. There are people and services that can help. Please talk to someone!