Domestic Abuse Policy

Company name:	Vision for Education / ABC Teachers / Smart Teachers
Document	Domestic Abuse Policy
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Introduction

Vision for Education, ABC Teachers, and Smart Teachers are committed to ensuring the safety and wellbeing of our supply staff. We recognise that domestic abuse is a serious issue that can impact individuals both personally and professionally. This policy is designed to provide guidance and support for supply staff who may be experiencing domestic abuse and offer signposting to any specialist services they may need.

Vision for Education, ABC Teachers and Smart Teachers recognises that domestic abuse may occur in any social background and is not specific to any age, gender, sexuality, race, religion or to those with disabilities. We recognise that everyone's experiences and circumstances will be different and strive to assist our supply staff in gaining the confidence to seek help and support from appropriate channels with the problems that they might experience.

Scope

This policy applies to all agency workers engaged via Vision for Education, ABC Teachers and Smart Teachers and will be made available on our website.

Definition of domestic abuse

We understand the Domestic Abuse Act 2021 helps define domestic abuse to be the behaviour towards another individual that is personally connected (aged 16 and above) including:

- Physical and sexual abuse
- Violent or threatening behaviour
- Controlling or coercive behaviour
- Psychological, emotion or other abuse
- Financial abuse
- Honour-based abuse
- Female genital mutilation
- Forced marriage

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Domestic abuse is commonly misunderstood. It can be a single act or a series of activities and behaviours. Regardless of frequency, all victims of this type of abuse deserve support.

Support

We endeavour to work with supply staff who are experiencing or have experienced domestic abuse to consider how we can support them. This could be by amending their working days at their request, choosing safer working locations (where possible) and supporting by signposting to relevant local support.

Additionally, we recognise that supply staff may need to take time off to attend relevant appointments such as medical appointments and counselling, attending legal proceedings and/or arranging housing or childcare. The nature of supply work allows for time to be taken often at short notice to accommodate the above.

All information and advice will remain confidential unless there is an immediate child protection or vulnerable adult safeguarding concern. If this was the case a referral to appropriate safeguarding services would be made. In cases where supply staff express a concern that is likely to impact on their job role or responsibilities in a position of trust a company Designated Safeguarding Lead (DSL) will be informed.

Referral Process for those affected by domestic abuse

Each local authority area will have specific organisations they partner with to deliver support to people affected by domestic abuse. We would encourage supply staff in the first instance to visit their local council webpage to discover these resources and remember to clear their browser history if searching from a shared or unsecure device.

Vision for Education, ABC Teachers and Smart Teachers internal branch staff may be able to suitably signpost supply staff, however no staff are suitably trained to counsel on matters related to domestic abuse. We encourage supply staff to seek professional advice from a specialist organisation in order to ensure they are appropriately supported. In cases where there are any immediate risks to life or safety, please call 999.

National domestic abuse organisations:

Organisation	Contact	Information
24 Hour National Domestic Abuse Helpline	0808 2000 247	Offering 24/7 support, ran by Refuge.
Womens Aid	0117 944 44 11 - they also have a live chat facility.	Women's Aid is the national charity working to end domestic abuse against women and children.

Bright Sky	Download the app via the App Store.	Mobile app and website for anyone experiencing domestic abuse or wanting to help someone they know.
National Centre for Domestic Violence	0800 970 2070	Provide free, fast and effective support to survivors of domestic abuse, usually by helping individuals obtain injunctions from their local county court.
Men's Advice Line	0808 801 0327	Support helpline for male victims of domestic abuse.
Mankind	01823 334 244	A national charity that provides help and support for male survivors of domestic abuse and domestic violence.
Galop	0800 999 5428	LGBT+ anti-violence charity, provides hate crime, domestic abuse and sexual violence support services to lesbian, gay, bisexual and trans+ victims/survivors by telephone, email, text and WhatsApp
Suzy Lamplugh Trust	0808 802 0300	National stalking helpline
CrimeStoppers	0800 555 111 or online here	Independent charity giving people the power to speak up about crime 100% anonymously.

Referral process for perpetrators of domestic abuse

Abusive behaviour is the responsibility of the perpetrator and we view misconduct both inside and outside of work placements as a serious matter. If supply staff are worried that they are abusive, they can contact the following organisations for support to change their behaviours.

- Inspire to Change – a programme designed to help participants learn new skills and find better ways to manage and control their abusive behaviour. This service is available in select locations and self-referrals can be made.

- Respect Helpline – for anyone worried about their own behaviour. An anonymous and confidential helpline for men and women who are harming their partners and families. Concerned friends or family members can also call for information and support on 0800 802 4040.