

Domestic Abuse Webinar Information Pack

Overview of webinar slides and information

Definition of Domestic Abuse

Any incident or pattern of incidents 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 include, but is not limited to, the following types of abuse:

- Psychological/emotional
- Technological
- Financial/economic
- Physical
- Sexual

SOURCE: <https://www.gov.uk/government/news/new-definition-of-domestic-violence>
<https://www.gov.uk/government/publications/domestic-abuse-bill-2020-factsheets>

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
- Regulating their everyday behaviour



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Coercive behaviour is:

- An act or a
- Pattern of acts of assault, threats, humiliation and intimidation
- Other abuse that is used to harm, punish, or frighten their victim

SOURCE: <https://www.gov.uk/government/news/new-definition-of-domestic-violence>

www.gov.uk/government/uploads/system/uploads/attachment_data/file/482528/Controlling_or_coercive_behaviour_-_statutory_guidance.pdf

Psychological/emotional abuse can involve:

Psychological abuse

- Distorting someone's sense of reality
- Denial
- Behaving differently in private and public
- Gaslighting

Emotional abuse can involve:

- Verbal torment in the form of name calling
- Threatening/accusing
- Monitoring/Constantly call, text and message online.
- Stalking/harassment
- Criticising
- Pressure tactics
- Dictating where a person can or can't go
- Isolation

Technological abuse can involve:

- Constantly call, text and message online.
- Publish posts online which encourage others to harass and abuse.
- Constantly call, message and send "friend requests" to family and friends?
- Harass through their employer and clients through business social media pages and work email addresses.
- Threaten to share any information online such as confidential information, e.g. screenshots of messages, photos, or information that could cause embarrassment.
- Threaten to share or shared intimate images.
- Seem to know about conversations that the woman has had without being present.
- Give their children the latest tech gadgets during child contact.



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- Have access to your banking and social media accounts and assure you that it's normal to have access to your partner's information.
- Know the woman's whereabouts or turn up unexpectedly wherever you go.
- Stalk and harass the woman via fake social media profiles.
- The abuser installing any apps such as 'find my iPhone' onto their device.

Financial/economic abuse can involve:

- Preventing you from getting or keeping a job or restricting your hours
- Restricting or controlling a person's access to funds
- Refuses to contribute or work to household bills or children's expenses
- Uses you as a free source of labour
- Forcing you to ask for necessities
- Spending your money not theirs
- Uses your credit/debit card without asking
- Building significant amounts of debt in the name of the victim
- Stealing, taking or demanding money
- Controlling your bank account
- Making you account for every penny you spend – for example by showing receipts
- Not letting you be involved in finance decisions

Physical abuse can involve:

- Non-fatal strangulation and asphyxiation
- Sleep interference
- Violence against family members or pets
- Shoving/pushing
- Scalding
- Poisoning
- Hitting/slapping
- Assaults/ threats with weapons such as knives/ guns
- Kicking/stomping
- Deprivation of heat or food
- Biting
- Scratching
- Grabbing/pinching
- Objects being thrown

Sexual abuse can involve:

- Using threats or physical force to make a victim perform sexual acts
- Coercing the victim into sex with others
- Knowingly exposing the victim to sexually transmitted diseases



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- Rape
- Demeaning remarks about the victim's body or appearance
- Forcing the victim into prostitution or pornography
- Recording or photographing sexual acts and posting it without the victim's permission
- Reproductive coercion

What does domestic abuse look like:

Does the person you love...

- Track all of your time?
- Discourage your relationships with family and friends?
- Prevent you from working or enjoying outside activities?
- Appear to anger easily?
- Destroy personal property or sentimental items?
- Use or threaten to use a weapon against you
- Humiliate you in front of others?
- Criticize everything you do?
- Make excuses for their behaviour, e.g. by blaming alcohol drugs, stress, work, or that they were 'just joking'?

People who are being abused may:

- Seem afraid or anxious to please their partner
- Go along with everything their partner says and does
- Check in often with their partner to report where they are and what they're doing
- Receive frequent, harassing phone calls from their partner
- Talk about their partner's temper, jealousy, or possessiveness
- Be restricted from seeing family and friends
- Rarely go out in public without their partner
- Have limited access to money, credit cards, or the car
- Have frequent injuries, with the excuse of "accidents"
- Frequently miss work, school, or social occasions, without explanation
- Dress in clothing designed to hide bruises or scars (e.g. wearing long sleeves in the summer or sunglasses indoors)
- Show major personality changes (e.g. an outgoing person becomes withdrawn)
- Be depressed, anxious, or suicidal
- Move to a new house frequently



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Listen, believe and support – what to do when someone discloses:

- Create a safe space – Make sure you speak in private.
- Ask open questions such as: How are things with your partner? Do they make you feel good about yourself? How are things at home? You haven't seemed yourself lately. Is there anything you want to talk about?
- Take them seriously. Listen, believe them.
- Tell them its not their fault.
- Don't judge.
- Remind them they are not alone.
- Encourage them to contact the Haven Wolverhampton or a specialist domestic abuse service.
- Give them time – acknowledge the person's strength in their choice and that they might change her mind.

Barriers

- Danger/fear of reprisal
- Isolation
- Shame/ embarrassment/ denial
- Trauma/ low confidence
- Hope
- Practical reasons
- Pets
- Children
- Guilt
- Spiritual/religious
- The support isn't there when they need it

Language matters

- | | |
|---|---|
| • What did you do to make them hit you? | It's never your fault |
| • Are you sure that's what happened? | I hear you and believe you |
| • They must have been drunk | There is no excuse |
| • But they haven't hit you | Domestic Abuse isn't always physical |
| • It sounds like a bad patch | Minimisation of abuse mirrors what the perpetrator does |
| • They are so romantic with you | Its still abuse if there are good days |
| • But you keep going back | There are many barriers to leaving |
| • I would never let that happen to me | Domestic Abuse can happen to anyone |



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Practical workplace support

- Agree with the employee what to tell colleagues.
- Allow more flexible working/ work patterns.
- Agree special leave.
- Agree flexible working hours to attend appointments.
- Diverting their phone calls and emails.
- Notify reception and security staff.
- Check safety arrangements for getting to and from home.
- Consider offering a temporary or permanent change of workplace, working times/ patterns.
- Move the employee out of public view.
- Keep a record of any incidents of abuse in the workplace.

Awareness, support, policies

- Develop a Domestic Abuse Workplace Policy.
- Easy to understand information to all employees – bulletins, intranet, awareness posters.
- Establish Domestic Abuse Champions in your workplace.
- Encourage and raise awareness amongst all employees about how to talk openly about Domestic Abuse.

Employees who are perpetrators

Self-disclosure

This may be prompted by a crisis, such as a particularly serious assault, arrest or ultimatum from the abused partner.

Indirect disclosure

This could be:

- A direct allegation shared with the employer by the person experiencing abuse.
- An allegation by a family member, friend or colleague.
- Notification by the police or through a DBS check.
- The employee needs time off to attend court.

Managers should also be aware of indicators that an employee may be using abusive behaviours.

These can include:

- Negative comments made by the abuser about a partner (and women/men in general).
- Jealousy or possessiveness.
- Expressing anger and blaming their partner for issues.
- Constant text messaging or telephoning a partner.



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- Repeated injuries (scratches, bite marks, bruised knuckles, injuries to wrists and forearms, which could be the consequence of their partner defending themselves).

Techniques used in VR can include

- **Assessment, appraisal, programme evaluation and research**
 - What are the signs of abuse?
 - Could this be due to something else so assumptions aren't drawn.
 - Have work colleagues, friends or family noticed/reported anything to the company in the past?
- **Goal setting and intervention planning**
 - This will depend on the individual – not all victims want to leave at the point of disclosure.
 - Listen to what the person wants and believe them.
 - Support in a way that shows empathy and gives them confidence to do their own goal setting.
 - Provide practical options – is a barrier to leave their dog – the Dogs Trust Freedom Project – temporary foster care.
- **Provision of health advice and promotion, in support of returning to work**
 - Wellbeing and safety is part of health advice – safety planning, duty of care, company policies
- **Support for self-management of health conditions**
 - If someone is a survivor they may still be going through trauma and have triggers.
 - Offer the option of counselling.
 -
- **Making adjustments to the medical and psychological impact**
 - Counselling for trauma that is person centred – finding the right service.
 - Different role – to stop triggers.
 - Environment – would changes to work patterns, office/work environment help.
- **Case management, referral, and service co-ordination**
 - Working with local specialist providers.
 - Providing information to employers, in agreement with the victim/survivor, to be able to support both parties.
- **Career counselling, job analysis, job development, and placement services**
 - Again, work with the individual and the relevant Manger, HR contact, colleague to look at what is needed.
 - Do duties need to be less stressful or kept the same.
 - Can the person be placed temporary at another site if the perpetrator works for the same company.



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Domestic Abuse policy package

Do you have a Domestic Abuse Policy and are your employees aware of it? What about a Stalking Policy?

Domestic abuse can impact your employees' work performance in a number of ways:

- Distracted by stress, abusive phone calls, emails.
- Tired due to inflicted sleep deprivation.
- Unwell through anxiety, depression, poor nutrition, physical unseen injuries.

Become a zero tolerance employer and implement a Domestic Abuse Policy. Only 5% of organisations in the UK have a specific Domestic Abuse Policy or guidelines. Be an employer who is changing this.

A CIPD survey of UK employees suggests that just under a quarter are aware of their employer having a policy or support in place on domestic abuse. We can support you implementing a clear policy in place so employees and managers can:

- Recognise the problem
- Respond appropriately to disclosure
- Provide support
- Refer to the appropriate help.

We can link it to current policies, offer a bespoke package, provide a template and train all staff and/or Domestic Abuse Workplace Champions. Details are attached to your email.

Useful contacts

- The Haven Helpline (24 hrs): **08000 194 400**
- **Online Chat Mon-Fri 9.00am- 5.00pm:** www.havenrefuge.org.uk
- **Counselling helpline (Mon, Wed, Thurs & Friday 9am–2pm):** **08000 308 345**
- Police: **101** or **999** (in emergencies only)
- Galop(National LGBT+): **0800 999 5428**
- Mankind: **018223 334 244** – support of male Domestic Abuse
- Karma Nirvana: **0800 5999 247** – so-called honour based and forced marriage support
- Forced Marriage Unit: **0207 008 0151**
- National Domestic Abuse helpline: **0808 2000 247**
- Stay Safe East: **0208 519 7241** – tackling Domestic and Sexual Abuse against deaf and disabled people
- Opoka: **0300 365 1700** – free helpline for polish women being subjected to Domestic Abuse in the UK
- Hourglass: **0808 808 8141** – provide support for older people who have been subjected to or at risk of any kind of harm or abuse
- Rape Crisis England and Wales: **0808 802 9999**



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- National Stalking Helpline: **0808 802 0300**
- Victim Support: **0300 303 1977**
- Samaritans: **116 123 (24 hrs)**

Contact details

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The Haven Wolverhampton and The Haven Training services

Helpline – this can be called by anyone who wants to talk about their options or someone else's

Refuge accommodation

Domestic Abuse Policies – we can provide a template, consult and advise on a current policy, or write a new one that links to other policies.

Training services – Domestic Abuse awareness, Domestic Abuse Workplace Champions, Supporting in the Workplace, other areas of Domestic Abuse.

- Webinars
- Face to face
- E-learning
- Handbooks
- Posters
- Internal communications – newsletter, bulletins, free resources

The Purple Pledge campaign – employer Domestic Abuse awareness

See the aims of the campaign at [https://www.linkedin.com/posts/tracey-secker-](https://www.linkedin.com/posts/tracey-secker-9522b047_havenpurplepledge-haventraining-domesticabuseawareness-activity-6785162659928014848-aPNn)

[9522b047_havenpurplepledge-haventraining-domesticabuseawareness-activity-6785162659928014848-aPNn](https://www.linkedin.com/posts/tracey-secker-9522b047_havenpurplepledge-haventraining-domesticabuseawareness-activity-6785162659928014848-aPNn)



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