



Background

Domestic abuse can occur in many situations and recent national statistics show that there is an estimated 2.4 million adults aged 16 to 74 who experience domestic abuse each year. It is, therefore, likely that a proportion of our employees may be living in abusive relationships or being abused by ex-partners. We have a duty of care to look after an employee's welfare whilst they are at work. If they are living with domestic abuse, this might impact on their work and managers have a responsibility to support them to enable them to feel safe and effective at work. In this context, the University wishes to support any employees who are living with domestic abuse.

What is domestic abuse?

Domestic abuse can include:

- physical and sexual assaults
- controlling what the other person does, where they go and who they speak to; restricting access to finance or other resources
- stopping the other person from seeking help
- coercive control which is humiliating, threatening and intimidating the other person

This is not a checklist for domestic abuse, because it can include a range of behaviours from your partner, ex-partner or other family member, which are designed to control you and leave you feeling isolated, anxious or fearful.

How might this affect you at work?

Some of the consequences of experiencing domestic abuse may mean that you are struggling at work, examples might include:

- Unable to get into work on time
- Being distracted and unable to concentrate
- Receiving personal calls during work time
- Feeling anxious
- Staying at work unnecessarily
- Needing personal time to deal with matters at home

How can the University help you?

The University has prepared some Guidance for Managers (<https://www.nottingham.ac.uk/hr/your-benefits/your-wellbeing/staff-wellbeing-services-resources-and-information-what-am-i-looking-for.aspx>) to support employees experiencing domestic abuse. This guidance helps managers understand the different ways in which domestic abuse can occur and the different ways in which this might manifest itself in the workplace. The guidance gives them help and pointers for helping an employee in this situation.

If you feel that you need some extra support in the workplace then please approach your manager directly, take a trusted colleague with you if it helps and explain the situation to them. You do not need to give them every detail of what is happening to you, but discussing things such as flexibility at work or some time off and how you can feel safe in the workplace may help you.

You can read the guidelines as they may help you too, and if you and your manager go through them together, you will be able to make a plan to support you and ensure you are able to work effectively.

If you are worried about your personal situation and what is happening to you, help is available. Some of the sources of support are listed below.

Sources of Support

If you feel that you are might be experiencing domestic abuse there are a number of organisations who can help you, some of which are listed below:

For all victims

- Victim Support - <https://www.victimsupport.org.uk/crime-info/types-crime/domestic-abuse>
- Citizen's Advice - <https://www.citizensadvice.org.uk/family/gender-violence/domestic-violence-and-abuse-getting-help/>
- Nottinghamshire Police – Domestic Abuse - <https://www.nottinghamshire.pcc.police.uk/Our-Work/Supporting-Victims/Domestic-Abuse-Support-Services.aspx>

Specifically for women

- Refuge – 24-hour Domestic Abuse Helpline - <https://www.nationaldahelpline.org.uk/>
- Nottinghamshire Women's Aid - <https://nottswa.org/>

Specifically for men

- Mankind - <https://www.mankind.org.uk/>

Specifically for LGBT Community

- LGBT Foundation - <https://lgbt.foundation/domesticabuse0>

Specifically for Perpetrators

- Refuge – Help for Abusers - <https://www.refuge.org.uk/get-help-now/help-for-men/i-am-an-abuser/>

The University also has support available to you:

- [Employee Assistance Programme](#)
- [University Counselling Service](#)

Emergency Phone Number

If you feel that you are at risk whilst on campus call Security on: 0115 951 8888 (ext 18888 internally) - possibly put this number into your phone for extra reassurance.