

Reference Number: FOI/2019/277
From: Other
Date: 11 July 2019
Subject: Staff support re domestic abuse

Q1 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.

A1 Yes – see attached Domestic Abuse v4.0

Q2 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.

A2 No

Q3 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?

A3 The domestic abuse policy

- Version one issued on 22/12/2012
- Version 2.0 issued on 16/04/2015
- Version 3.0 issued on 08/12/2015
- Version 4.0 issued on 28/09/2017

Q4 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?

A4 Yes this currently falls within the remit of our Safeguarding leads:

- Lead Nurse for Safeguarding since January 2015
- Senior Nurse for Safeguarding since January 2018

Prior to this, safeguarding responsibilities rested with our previous Assistant Directors of Nursing for Surgery and Cardiology, however information is not held with regards to when safeguarding became part of their role.

Q5 How are HR staff and managers made aware of the existence of the relevant policies?

A5 Corporate communications; staff intranet

Q6 How are general staff made aware of the existence of the relevant policies?

A6 Corporate communications; staff intranet