

## Domestic Abuse and Sexual Violence Policy

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<b>Document Type:</b>	Policy	Non-clinical
<b>Scope:</b>	PTHB wide	

The latest approved version of this document is online.  
If the review date has passed please contact the Author for advice.

### Version Control

<b>Version</b>	<b>Summary of Changes/Amendments</b>	<b>Issue Date</b>
1	Initial Issue	May 2013
2	Review	May 2014
3	Review	Nov 2016
4	Review	Mar 2017
5	<p>The name of the policy has changed from Violence against Women, Domestic Abuse and Sexual Violence to Domestic Abuse and Sexual Violence Policy. This was done to ensure the policy title is more encouraging for all staff groups to read. The Violence against Women, Domestic Abuse and Sexual Violence (Wales Act) 2015 is still referenced throughout the policy.</p> <p>Some changes to narrative have been made to ensure the policy has non-judgmental and supportive approach.</p>	Oct 2020
6	Review to include clarification of the definition of sexual violence and consideration to sexually inappropriate behaviours in the in the workplace both victims and perpetrators	January 2024

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## ENGAGEMENT & CONSULTATION

### Key Individuals/Groups Involved in Developing this Document

Role / Designation
Safeguarding Team
WPRG
Workforce and OD

### Circulated to the following for Consultation

Date	Role / Designation
Sep 2020	Safeguarding Team
Sep 2020	WPRG
Sep 2023	Safeguarding Team
Sep 2023	Health and Safety Team
Sep 2023	WPRG
Nov 2023	WPRG

### Evidence Base

**Please list any National Guidelines, Legislation or Health and Care Standards relating to this subject area?**

- The Human Rights Act 1998
- The Equality Act 2010
- Violence against Women, Domestic Abuse and Sexual Violence (Wales Act) 2015
- The Right to be Safe Welsh Government 2010
- Social Services and Well-being Act (Wales) 2014
- The health and safety of employees under the Health and Safety at work Act 1974
- Domestic Abuse Act 2021

## IMPACT ASSESSMENTS

Equality Impact Assessment Summary					
	No impact	Adverse	Differential	Positive	Statement
<b>Age</b>				x	<p><b><i>This policy discusses providing help and support to employees experiencing domestic abuse, as well as advice regarding the management of employees who are perpetrating domestic abuse.</i></b></p> <p><b><i>Research identifies:</i></b></p> <ul style="list-style-type: none"> <li>• <b><i>the impact of domestic abuse on all ages of individuals;</i></b></li> <li>• <b><i>that disabled people are more at risk of domestic abuse and staff need to be aware and recognise this increased vulnerability;</i></b></li> <li>• <b><i>increased vulnerability of LBGTQ individuals and staff need to be able to recognise this and respond;</i></b></li> <li>• <b><i>Domestic abuse occurs within all forms of intimate partner relationships,</i></b></li> <li>• <b><i>that a significant proportion of domestic abuse starts/occurs in pregnancy;</i></b></li> <li>• <b><i>accessibility of domestic abuse support for some BME groups, this is an area staff have to be cognisant of to ensure we engage with all communities on this area of harm;</i></b></li> <li>• <b><i>1 in 4 women and 1 in 6 men are affected by domestic abuse.</i></b></li> </ul>
<b>Disability</b>				x	
<b>Gender reassignment</b>				x	
<b>Pregnancy and Maternity</b>				x	
<b>Race</b>				x	
<b>Religion or Belief</b>				x	
<b>Sex</b>				x	
<b>Sexual Orientation</b>				x	
<b>Marriage and Civil Partnership</b>				x	
<b>Welsh Language</b>	x				
Risk Assessment Summary					
<p><b>Have you identified any risks arising from the implementation of this policy?</b> n/a</p>					
<p><b>Have you identified any Information Governance issues arising from the implementation of this policy?</b> n/a</p>					
<p><b>Have you identified any training and / or resource implications as a result of implementing this policy?</b> n/a</p>					

## **1. Introduction**

Incidents of violence, domestic abuse and sexual violence against men, women and people identifying as transgender has a serious impact on those who experience it. It is estimated that domestic abuse affects 1 in 4 women and 1 in 6 men in their lifetime. Domestic abuse affects both women and men but whilst young men are most likely to be the victims of violence generally, women are disproportionately affected by all forms of intimate violence.

The effects and costs of domestic abuse and sexual violence within the workplace remain relatively hidden and unidentified by most organisations. In 2015, The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act (VAWDASV) was enacted. This legislation seeks an improved collective public sector response, stronger leadership and a more consistent focus on the way these issues are tackled in Wales, including support to victims. More importantly it seeks to stop the abuse happening in the first place.

For the purpose of the policy, whenever the term 'domestic abuse' is used it means abuse against people of any gender, domestic abuse and sexual violence as described by the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. It also includes any gender-based violence.

## **2. Policy Statement**

Powys Teaching Health Board recognises that within its workforce there will be employees who have experienced, or who are currently experiencing domestic abuse or sexual violence as well as employees who are perpetrators or who are alleged to be perpetrators.

Powys Teaching Health Board supports the Welsh Government Violence against Women, Domestic Abuse and Sexual Violence Act (2015) in being wholly committed to the resolution of domestic abuse and sexual violence. PTHB is therefore committed to addressing the occurrence of domestic abuse and sexual violence against any gender.

## **3. Objective**

The aim of this policy is to ensure that Health Board employees who are experiencing or have experienced domestic abuse, sexual violence or any unwanted, inappropriate and/or harmful sexual behaviours in the workplace are offered the appropriate response and support. It also aims to ensure that employees who are perpetrators or alleged perpetrators of domestic abuse, sexual violence or unwanted,

inappropriate and/or harmful sexual behaviours within the workplace are investigated and managed appropriately.

PTHB Health Board will:

- Provide support in a confidential, sensitive, compassionate and non-judgemental manner to employees who experience domestic abuse or sexual violence.
- Raise awareness of domestic abuse and sexual violence by providing information/training.
- Take appropriate action in relation to employees who are perpetrators of abuse.

This policy will apply to all employees of PTHB. This also includes students, volunteers, locum staff, agency and bank workers, contractors and trainees. It is recognised that whilst people of all genders can be victims of domestic abuse and sexual violence w the majority of such abuse is perpetrated by men against women and their children.

Employees who recognise or suspect that a colleague is living in an abusive situation at home should refer to their safeguarding training, and speak in confidence to their line manager, a member of the Safeguarding Team or Workforce and OD Department. Employees should recognise that they are not trained counsellors and should be wary of promising more than they can deliver in terms of support.

#### 4. Definitions

- **PTHB** – Powys Teaching Health Board
- **VAWDASV** – Violence against Women, Domestic Abuse and Sexual Violence
- **'Violence against women'** - has been defined by the United Nations as any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. The term violence against women is used to describe violence perpetrated against a woman because she is a woman, being recognised internationally as a violation of human rights.
- **'Domestic abuse'** - has been defined by the Home Office (2013) as any incident or pattern of incidents of 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 encompass but is not limited to the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional
- Coercive Control
- Sexual Violence - Any kind of sexual activity or act (including online) that was unwanted or involved pressure, manipulation, bullying, intimidation, threats, deception or force. Any kind of sexual activity or act that took place without consent.

Please refer to **Appendix 2** for an expanded list of forms of domestic abuse.

## 5. Responsibilities Managers

Managers are responsible for raising awareness of the policy to all employees. They are also responsible for ensuring that staff who are identified as experiencing domestic abuse or sexual violence, and employees who are identified as perpetrators of domestic abuse or sexual violence are treated fairly and offered appropriate support (please refer to section 10). This support needs to consider safety of the victim and management of risk to any children and vulnerable adults within the family.

Where it is brought to their attention that a PTHB employee is an alleged perpetrator of domestic abuse or sexual violence, managers **must** raise this with the PTHB Safeguarding Team and Workforce and OD to consider any appropriate action. In these instances, managers must refer to the [SGP 041 Managing allegations of abuse or neglect made against professionals and members of staff](#) policy, and [HR010: All Wales Disciplinary Policy and Procedure](#).

Any managers who require support as a result of this policy should contact Workforce and OD Department, Health & Safety and/or PTHB's Safeguarding Team.

Where a case involves children and or adult(s) at risk , managers must refer to PTHB SGP 036 Safeguarding policy [Policies & Written Control Documents - SGP 036 Safeguarding Policy.pdf - All Documents \(sharepoint.com\)](#) and the Wales Safeguarding Procedures (2019) <https://safeguarding.wales/>.

Where a case involves allegations of abuse or sexual violence against an employee by a patient, managers must refer to PTHB Health & Safety

Team, Safeguarding Team and Workforce and OD to consider any appropriate action, in line with [HSP 005 - Policy and Procedures for Protecting Employees from Violence and Aggression](#)

It is important to note that there may be indicators that a staff member is impacted by domestic abuse, sexual violence or sexually inappropriate behaviours in the workplace which may include poor punctuality, poor attendance, poor work performance and productivity. The manager should be aware that these factors may be symptoms of abuse and take appropriate steps to try and establish this prior to instigating any formal procedures regarding performance or capability. Group 2 and 3 Ask and Act Training, provided by the Safeguarding Team explores ways in which this can be done.

An employee who is experiencing domestic abuse may be reluctant to tell people at work or approach a manager for support. Reasons for the reluctance can include:

- Shame and embarrassment because of what is happening to them.
- Cultural stigma.
- Lack of knowledge of what help is available to them.
- Unsure of where they can go for help.
- Fear of making the situation worse.
- Fear that their children may be taken away from them.
- Fear of seeing their partner prosecuted.
- Belief that the abuse will stop without intervention or further action.
- Denial that abuse is happening.
- The perpetrator may be known to the manager, or may be an employee of PTHB

### **Workforce and OD**

Workforce and OD has a responsibility to offer support to all employees who are affected by Violence Against Women, Domestic Abuse and Sexual Violence and their managers. Workforce and OD is responsible for ensuring this policy and associated documentation are reviewed and updated in line with future guidance.

## **Safeguarding Team**

PTHB Safeguarding Team has a responsibility to offer support to employees and their managers who are affected by Violence Against Women, Domestic Abuse and Sexual Violence.

A member of the safeguarding team attends the Domestic Abuse Daily Discussions and the Multi-Agency Risk Assessment Conference (MARAC) meetings that are held in relation to Violence Against Women Domestic Abuse and Sexual Violence. If it is brought to their attention in this meeting that a PTHB employee is a victim or perpetrator of domestic abuse then they must discuss this with the Head of Safeguarding for onward sharing with the individuals manager and Workforce and OD to consider any appropriate action.

## **6. Employees Experiencing Domestic Abuse Sexual Violence or sexually inappropriate behaviours in the workplace**

PTHB respects the employee's right to privacy in the event that they do not wish to inform the Health Board that they have experienced, or are experiencing, any Domestic Abuse or Sexual Violence.

Employees who make it known to PTHB, or who are identified via other sources, that they are experiencing Domestic Abuse, Sexual Violence or sexually inappropriate behaviours in the workplace will be treated in a compassionate and supportive manner. Managers will offer appropriate support, having due regard for their staff members personal safety, and that of their children and other vulnerable adults who may be at risk in the household, if applicable.

Employees can seek advice and support from their line manager, Workforce and OD, Health and Safety Team or Safeguarding. Alternatively, employees can contact the Occupational Health Service for confidential advice. Trade Union representatives should also be able to provide advice and support.

**The Wales domestic abuse helpline number should be given to the employee; Live Fear Free 0808 80 10 800.**

Please, refer to **Appendix 1** for external sources of help and support.

Employees should be encouraged to discuss any issues of Domestic Abuse, Sexual Violence or sexually inappropriate behaviours in the workplace with their line manager

For possible signs of violence against women, domestic abuse and sexual violence please refer to **Appendix 3**.

## **7. Employees who are Alleged Perpetrators or perpetrators of Domestic Abuse and Sexual Violence**

Domestic abuse and / or sexual violence perpetrated by employees will not be condoned under any circumstances nor will it be treated as a purely private matter. Employees should be aware that misconduct inside or outside of work (whether or not it leads to a criminal conviction) is viewed seriously and can lead to disciplinary action and referral to a relevant professional body. Where there is an allegation that a staff member is a potential perpetrator of Domestic Abuse or Sexual Violence the manager must consider whether this reaches threshold for Section 5 of the Wales Safeguarding Procedures and discuss with the Head of Safeguarding, WOD and follow the [Policies & Written Control Documents - SGP 041 Managing allegations of abuse or neglect made against professionals and members of staff.pdf - All Documents \(sharepoint.com\)](#).

Allegations will be dealt with fairly and in a way that provides support for the employee who is the subject of the allegation or disclosure. They can be signed posted to the Respect resources who offer a support service for perpetrators of domestic abuse.

## **8. Monitoring, Compliance, Audit and Review**

This document will be reviewed every three years or earlier should audit results or changes to legislation / practice within PTHB indicate otherwise.

## **9. References and Bibliography**

- The Human Rights Act 1998
- The Equality Act 2010
- Violence against Women, Domestic Abuse and Sexual Violence (Wales Act) 2015
- The Right to be Safe Welsh Government 2010
- Social Services and Well-being Act (Wales) 2014
- Older People and Domestic Abuse. Available at: [https://www.olderpeoplewales.com/en/adult\\_protection/useful-](https://www.olderpeoplewales.com/en/adult_protection/useful-)

[adult-protection-resources/older-people-and-domestic-abuse.aspx](#))

- Honour Based Violence and Forces Marriage. Available at: (<https://www.cps.gov.uk/publication/honour-based-violence-and-forced-marriage>)
- Equality and Human Rights Commission: Domestic abuse: workplace policies and managing and supporting employees. Available at: (<https://www.equalityhumanrights.com/en/advice-and-guidance/domestic-abuse-workplace-policies-and-managing-and-supporting-employees>)
- Jaffe S.R., Morfitt T.E., Caspi A., Taylor A. (2007) Influence of adult domestic violence on children's internalizing and externalizing problems: An environmentally informative twin study. Journal of American Academy of child and adolescent psychiatry 41 (9) 1095-1103.
- Kitzmann K.M, Gaylord N.K., Holt A.R and Kenny E.D (2003) Child witnesses to domestic violence, a meta-analytic review. Journal of consulting and clinical psychology 71, 339- 352.
- Melter H., Doos L., Vostaris P., Ford T and Goodman R (2009) The mental health of children who witness domestic violence Child and family social\_work 14 491- 501.
- National Institute for health and Care Excellence (NICE) (2014) Domestic abuse and how services can respond effectively NICE Available at: [www.nice.org.uk/guidance/ph50](http://www.nice.org.uk/guidance/ph50)
- Wales Safeguarding Procedures (2019) [Safeguarding Wales](#)
- Women's Aid: What is Domestic Abuse: Coercive Control. Available at: <https://www.womensaid.org.uk/information-support/what-is-domestic-abuse/coercive-control/>
- World Health Organisation WHO (2016) FGM fact sheet Available at: <https://www.who.int/news-room/fact-sheets/detail/female-genital-mutilation>

**Sources of Help and Support**

<b>Al Anon</b>	<a href="https://www.al-anonuk.org.uk/helpline/">https://www.al-anonuk.org.uk/helpline/</a>	0800 0086 811
<b>Alcoholics Anonymous</b>	<a href="https://www.alcoholics-anonymous.org.uk/#">https://www.alcoholics-anonymous.org.uk/#</a>	0800 9177 650
<b>BAWSO (providing specialist support for BAME communities affected by domestic abuse)</b>	<a href="http://www.bawso.org.uk/">http://www.bawso.org.uk/</a>	0800 731 8147
<b>Citizens Advice Bureau</b>	<a href="https://www.citizensadvice.org.uk/wales/">https://www.citizensadvice.org.uk/wales/</a>	03444 77 20 20
<b>Childline</b>	<a href="http://childline.org.uk">http://childline.org.uk</a>	0800 1111
<b>StepChange Debt Charity</b>	<a href="https://www.stepchange.org/">https://www.stepchange.org/</a>	0800 138 1111
<b>Dyfed Powys Police</b>	<a href="https://www.dyfed-powys.police.uk/">https://www.dyfed-powys.police.uk/</a>	999 /101
<b>The DYN Project (support to Heterosexual, Gay, Bisexual and Trans men who are experiencing Domestic abuse from a partner)</b>	<a href="http://www.dynproject.org.uk">Safer Wales Dyn Project (dewis.wales)</a>	0808 801 0321
<b>Hafan Cymru</b>	<a href="https://www.hafancymru.co.uk/">https://www.hafancymru.co.uk/</a>	01267 225555
<b>Powys County Council Housing</b>	<a href="https://en.powys.gov.uk/applyforhousing">https://en.powys.gov.uk/applyforhousing</a>	01597 827 464
<b>Live Fear Free</b>	<a href="https://gov.wales/live-fear-free">https://gov.wales/live-fear-free</a>	0808 80 10 800
<b>ManKind Initiative (helping men escape domestic abuse)</b>	<a href="http://www.mankind.org.uk">http://www.mankind.org.uk</a>	01823 334 244
<b>Miscarriage Association</b>	<a href="https://www.miscarriageassociation.org.uk">https://www.miscarriageassociation.org.uk</a>	01924 200 799
<b>NPSCC</b>	<a href="https://www.npscc.org.uk/">https://www.npscc.org.uk/</a>	0808 805 5000
<b>Rape Crisis Federation</b>	<a href="https://rapecrisis.org.uk/">https://rapecrisis.org.uk/</a>	0808 802 9999

<b>Relate – The Relationship People</b>	<a href="https://www.relate.org.uk/">https://www.relate.org.uk/</a>	0300 003 03 96
<b>Samaritans Cymru</b>	<a href="#">Samaritans Cymru</a>	116 123
<b>Shelter Cymru</b>	<a href="#">Shelter Cymru - Home is everything</a>	08000 495 495
<b>Victim Support Wales</b>	<a href="#">Home - Victim Support</a>	08 08 16 89 111
<b>Wales Drug and Alcohol Helpline</b>	<a href="#">DAN 247 – Wales Drug and Alcohol Helpline</a>	0808 808 2234
<b>Welsh Women’s Aid</b>	<a href="#">Home: Welsh Women's Aid (welshwomensaid.org.uk)</a>	0808 80 10 800

## Forms of Domestic Abuse

<b>Forms of domestic abuse</b>	<p>The following section sets out the various forms of abuse, which a person may experience in a violent relationship:</p> <p><b>Physical abuse</b> The use of weapons, punching, head butting, suffocation, hair pulling, kicking, slapping, strangulation, drowning, burning, sleep deprivation, rape and murder.</p> <p><b>Psychological</b> Mind games, constantly moving the goalposts, blaming the other person for the abuse, blaming other factors in the relationship for the abuse, undermining parental authority, telling the person they are mad. Gaslighting</p> <p><b>Emotional</b> Saying no-one else will want them, telling them they are fat, ugly, stupid, lazy, sexually unappealing or a bad parent.</p> <p><b>Economic</b> No access to money, no access to salary, child allowance or other benefits, not named on the mortgage/tenancy papers, no access to the bank account.</p> <p><b>Destructive criticism and verbal abuse</b> Shouting, mocking, accusing, name calling, verbally threatening.</p> <p><b>Pressure tactics</b> Sulking, threatening to withhold money, disconnecting the telephone, taking the car away, taking the children away, reporting you to welfare agencies unless you comply with the demands regarding the parenting of the children; lying to your friends and family about you, telling you that you have no choice in any decision-making processes.</p> <p><b>Disrespect</b> Persistently putting you down in front of other people, not listening or responding when you talk, interrupting telephone calls, refusing to help with childcare or housework.</p>
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**Breaking trust**

Lying, withholding information, being jealous, having other relationships, breaking promises and shared agreements.

**Isolation**

Accompanied everywhere for example shopping, doctors; locked in, allowed out for set time periods only, not allowed contact with friends or family, leaving visible signs of injury to embarrass and deter you from going out, monitoring or blocking your telephone calls.

**Stalking and Harassment**

Being followed or being checked up on, opening mail, checking mobile telephone call history or texts, embarrassment in public.

Harassment may include

- cyber stalking (using the internet to harass someone)
- antisocial behaviour
- sending abusive text messages
- sending unwanted gifts
- unwanted phone calls, letters, emails or visits

It's harassment if the unwanted behaviour has happened more than once.

Stalking may include:

- regularly following someone
- repeatedly going uninvited to their home
- checking someone's internet use, email or other electronic communication
- hanging around somewhere they know the person often visits
- interfering with their property
- watching or spying on someone
- identity theft (signing-up to services, buying things in someone's name)

It's stalking if the unwanted behaviour has happened more than once

The four warning signs of stalking

If the behaviour is:

Fixated

Obsessive

Unwanted

Repeated

### **Sexual Harassment**

Sexual harassment is unlawful, as a form of discrimination, under the [Equality Act 2010](#).

The Act says it's sexual harassment if the unwanted behaviour:

- violates your dignity
- creates an intimidating, hostile, degrading, humiliating or offensive environment (this includes the digital environment, online)

Some examples of sexual harassment would include:

- sexual comments, jokes or gestures
- staring or leering at your body
- using names like 'slut' or 'whore'
- unwanted sexual communications, like emails, texts, DMs
- sharing sexual photos or videos
- groping and touching
- someone exposing themselves
- pressuring you to do sexual things or offering you something in exchange for sex

Some of these are also forms of sexual or indecent assault.

If you've experienced any of these it's not your fault and you don't have to put up with it

**Threats**

Making angry gestures, using physical size to intimidate, shouting down, destroying possessions, breaking things, punching walls, wielding a weapon.

**Sexual**

Non-consenting participation in bestiality, drugs, use of objects pornography, buggery; rape, unwanted touch, forced sex with others.

**Denial**

Saying the abuse doesn't happen, saying you caused the abusive behaviour, being publicly gentle and patient, crying and begging for forgiveness, saying it will never happen again.

**"Honour" based violence**

Honour based violence is a crime or incident which has or may have been committed to protect or defend the honour of the family/and or community.

**Forced marriage**

A forced marriage is where one or both people do not (or in cases of people with learning disabilities cannot) consent to marriage and pressure and abuse is used.

**Female genital mutilation (FGM)**

FGM comprises all procedures that involve partial or total removal of the female external genitalia, or other injury to the female genital organs for non-medical reasons.

**Coercive control**

Domestic abuse is not always physical. Coercive control is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim. It is a criminal offence under section 76 of the Serious Crime Act (2015).

Some common examples of coercive behaviour are:

- Isolating from friends and family;
- Deprivation of basic needs, such as food;

	<ul style="list-style-type: none"><li>• Monitoring via online communication tools or spyware;</li><li>• Taking control over aspects of the victim’s everyday life, such as where they can go, who they can see, what they wear and when they can sleep;</li><li>• Deprivation of access to support services, such as medical services;</li><li>• Repeatedly putting the victim down, Humiliating, degrading or dehumanising;</li><li>• Controlling finances;</li><li>• Making threats or intimidating the victim.</li></ul>
<b>Domestic Abuse in pregnancy</b>	<p>Domestic abuse can vary in both frequency and intensity. Employees may experience a violent or abusive attack as a ‘one off’ or rare incident. Given that the pattern of domestic abuse is one of escalation, there is no level of abuse which should be viewed as acceptable or insignificant. 30% of domestic abuse escalates during pregnancy and it has been identified as a prime cause of miscarriage or stillbirth. This may prevent women from seeking or perceiving proper antenatal and postnatal care. In addition, where there is abuse, this may affect attachment to the child with resultant detrimental effect on the psychological wellbeing of the developing infant/child. Routine antenatal and postnatal health assessment by midwives and health visitors includes a question on the experience of domestic abuse (All Wales Domestic Abuse Routine Enquiry Pathway, 2006).</p>

## **Possible Signs of Violence against Women, Domestic Abuse and Sexual Violence**

It is important to note that the examples provided below are not a checklist. Some people may not display any signs of violence or abuse. Individuals experiencing violence and domestic abuse suffer a broad range of both physical and emotional consequences. For some, the abuse greatly affects their lives over a significant period of time and the process of recovery is often long and difficult. Others may be able to recover and start a new life again relatively quickly after leaving an abusive relationship.

Some possible signs of identifying violence against women, domestic abuse and sexual violence include:

### **Physical signs and symptoms:**

- Injuries at various stages of healing;
- Distribution of bruising e.g. breast, genitals, upper arms, face and abdomen;
- Fractures of face, ribs, spiral fractures of radius and ulna;
- Eyes, sub-conjunctiva haemorrhages;
- Ears, ruptured tympanic membrane, 'cauliflower ear';
- Other – sleep disturbance, pelvic pain, atypical chest pain, gastro-intestinal disturbance, chronic headache, dizziness;
- Possibly pregnant;
- Sexual abuse;
- Signs of neglect;
- Self-mutilation;
- Urinary tract infections;
- Sexually transmitted diseases;
- Incontinence or pain both bowel and bladder;
- Any other suspicious injury or symptom.

### **Psychological/behavioural signs and symptoms:**

- Expressions of fear, guilt, worry, inability to cope;
- Symptoms of depression;
- Panic attacks, anxiety;
- Alcohol/drug abuse;
- Attempted suicide/cry for help;
- Obvious distress;

- Inappropriate non-verbal behaviour;
- Inappropriate partner/carer response;
- Discrepancy between verbal description and physical findings;
- Minimising serious injury;
- Reluctance of person to speak or disagree in partner's presence.

**Appendix 4****Equality Impact Assessment**

<b><u>For:</u></b>	Domestic Abuse and Sexual Violence Policy
<b><u>Date form completed:</u></b>	22/11/2023
<b><u>Name of Completer</u></b>	Natasha Price, Workforce & OD Business Partner

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Action taken</b> Make reference to where the mitigation is included in the document, as appropriate
<b>Age</b> For most purposes, the main categories are: <ul style="list-style-type: none"> <li>• under 18;</li> <li>• between 18 and 65;</li> <li>and</li> <li>• over 65</li> </ul>	It is acknowledged that incidents of violence, domestic abuse and sexual violence can have an impact on all ages.	This policy is applicable to staff of all ages. Therefore, no action required.	No action required.
<b>Persons with a disability as defined in the Equality Act 2010</b> Those with physical impairments, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes	Research identifies that individuals with a disability are more at risk of domestic abuse.	The policy is applicable to all employees; however, it is recognised that all employees should be made aware of this increased vulnerability.	No action required.
<b>People of different genders:</b> Consider men, women, people undergoing gender reassignment <b>NB</b> Gender-reassignment is anyone who proposes to, starts, is	It is recognised that people of all genders can be victims of domestic abuse and sexual violence.	The language in the policy has been changed to ensure it is gender neutral.	No action required.

going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender			
<b>People who are married or who have a civil partner.</b>	Domestic abuse and sexual violence occur within all forms of relationships.		No action required.
<b>Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding.</b> They are protected for 26 weeks after having a baby whether or not they are on maternity leave.	Approximately 30% of domestic abuse escalates during pregnancy.	The policy includes a section on domestic abuse in pregnancy. Staff should be encouraged to promote the policy.	No action required.
<b>People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers</b>	The has been no impact identified.		No action required.
<b>People with a religion or belief or with no religion or belief.</b> The term 'religion' includes a religious or philosophical belief	There has been no impact identified.		No action required.
<b>People who are attracted to other people of:</b> <ul style="list-style-type: none"> <li>the opposite sex (heterosexual);</li> </ul>	Research shows: - an increased vulnerability of LGBT+ individuals.	Staff encouraged to raise awareness of the policy.	No action required.

<ul style="list-style-type: none"> <li>• the same sex (lesbian or gay);</li> <li>• both sexes (bisexual)</li> </ul>	<p>- the majority of domestic abuse &amp; sexual violence is perpetrated by men against women and their children.</p>		
<p><b>People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design</b>          Well-being Goal – A Wales of vibrant culture and thriving Welsh language</p>	<p>There has been no impact identified.</p>		<p>No action required.</p>
<p><b>People according to their income related group:</b>          Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health</p>	<p>Individuals from poorer socio-economic backgrounds are more likely to experience domestic abuse and sexual violence; research shows that poverty exacerbates the abuse because it increases or prolongs the individuals exposure to it as it reduces their capacity to leave.</p>	<p>Promote the policy appropriately to ensure staff are aware of it.</p>	<p>No action required</p>
<p><b>People according to where they live:</b> Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities. This also may include wifi poverty, travel poverty and fuel poverty.</p>	<p>As above.</p>		<p>No action required.</p>
<p><b>Consider any other groups and risk factors relevant to this</b></p>			

<b>strategy, policy, plan, procedure and/or service</b>			
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**How will the strategy, policy, plan, procedure and/or service impact on the health and well-being of our population and help address inequalities in health?**

Questions in this section relate to the impact on the overall health of individual people and on the impact on our population. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

<b>How will the strategy, policy, plan, procedure and/or service impact on:-</b>	<b>Potential positive and/or negative impacts and any particular groups affected</b>	<b>Recommendations for improvement/ mitigation</b>	<b>Action taken by Clinical Board / Corporate Directorate</b> Make reference to where the mitigation is included in the document, as appropriate
<b>People being able to access the service offered:</b> Consider access for those living in areas of deprivation and/or those experiencing health inequalities  Well-being Goal - A more equal Wales	There has been no impact identified.		No action required
<b>People being able to improve /maintain healthy lifestyles:</b> Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking cessation, reducing the harm caused by alcohol and /or non-prescribed drugs plus access to services that support disease			No action required

<p>prevention (eg immunisation and vaccination, falls prevention). Also consider impact on access to supportive services including smoking cessation services, weight management services etc        Well-being Goal – A healthier Wales</p>			
<p><b>People in terms of their income and employment status:</b>        Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels, job security, working conditions        Well-being Goal – A prosperous Wales</p>	<p>There has been no impact identified.</p>		<p>No action required</p>
<p><b>People in terms of their use of the physical environment:</b>        Consider the impact on the availability and accessibility of transport, healthy food, leisure activities, green spaces; of the design of the built environment on the physical and mental health of patients, staff and visitors; on air quality, exposure to pollutants; safety of neighbourhoods, exposure to crime; road safety and preventing injuries/accidents; quality and safety of play areas and open spaces</p>	<p>There has been no impact identified.</p>		<p>No action required</p>

<p>Well-being Goal – A resilient Wales</p>			
<p><b>People in terms of social and community influences on their health:</b>          Consider the impact on family organisation and roles; social support and social networks; neighbourliness and sense of belonging; social isolation; peer pressure; community identity; cultural and spiritual ethos</p> <p>Well-being Goal – A Wales of cohesive communities</p>	<p>There has been no impact identified.</p>		<p>No action required</p>
<p><b>People in terms of macro-economic, environmental and sustainability factors:</b> Consider the impact of government policies; gross domestic product; economic development; biological diversity; climate</p> <p>Well-being Goal – A globally responsible Wales</p>	<p>There has been no impact identified.</p>		<p>No action required</p>