

# HR & OD POLICIES

human resources and organisational development



## Domestic Abuse Policy

## 1. POLICY STATEMENT

Aberdeenshire Council recognises that domestic abuse is a serious issue in today's society and can have a damaging effect on the mental and physical health of an individual.

The Council values its employees and will ensure that those employees who are victims of domestic abuse can raise the issue, confident that it will be dealt with sympathetically and seriously.

The Council recognises that domestic abuse can affect an employee's attendance and work performance and will ensure that such situations are dealt with appropriately in accordance with Council policy taking into consideration the employees personal circumstances.

The Council undertakes to provide adequate training and guidance to all levels of management and staff to raise their awareness of domestic abuse and how to support employees who are victims through safe planning and other available resources.

This policy is part of the Councils commitment to promoting dignity at work and responsibility for health, safety and welfare at work.

## 2. PRINCIPLES

The Council will provide accessible and confidential ways of seeking support in the workplace for those employees experiencing domestic abuse.

The Council will support and enable employees experiencing domestic abuse to make informed safe choices.

All reasonable practicable measures will be taken to ensure a safe working environment for those experiencing violence, threats, intimidation and other forms of abuse, which could be carried over into the workplace.

The Council will not discriminate against anyone who has been subjected to domestic abuse, in terms of his or her existing employment or career development.

Appropriate measures will be taken with employees who are proven perpetrators of domestic abuse.

## 3. SCOPE OF POLICY

This policy applies to all employees of the Council.

## 4. RELATED POLICIES & LEGISLATION

This policy should be read in conjunction with other relevant policies, procedures and legislation as appropriate including:

- Discipline Policy
- Special Leave Policy
- Redeployment Policy
- Work Performance Ability Policy
- Occupational Health Referral Process Guidelines
- Health and Safety Policy: Violence at Work
- Health and Safety at Work Act 1974
- Domestic Abuse (Scotland) Act 2011
- Forced Marriages (Civil Protection) Act 2007
- Forced Marriages etc. (Protection and Jurisdiction) Scotland Act 2011
- Disclosure of Information (Whistleblowing) Policy

# Domestic Abuse

## Index of Documents

### Policy

| <b>Revision Date</b> | <b>Previous Revision Date</b> | <b>Summary of Changes</b>   |
|----------------------|-------------------------------|---|
| 10-06-2010           | -                             | Creation of all Documents   |
| 01-03-2012           | 10-06-2010                    | New legislation: Forced Marriages etc (Protection and Jurisdiction) Scotland Act 2011 |
| 25-03-2015           | 01-03-2012                    | Format update   |
|                      |                               |   |