



The Scottish Parliament
Pàrlamaid na h-Alba

Domestic Abuse - General Policy Statement and Guidance

26 September 2018



Domestic Abuse - General Policy Statement and Guidance

THIS POLICY IS UNDER REVIEW

1. As an employer, the SPCB's aim is to provide a safe and secure working environment for its staff. It recognises that domestic abuse is a serious social problem which can have severe and damaging consequences on all aspects of the lives of its victims, including their working lives. The SPCB supports the view that all individuals have a right to live a life free from fear or abuse in any form and is committed to providing an appropriate level of support to affected members of staff.

2. To fulfil this commitment, the SPCB will:

- Provide general information and raise awareness of the issue of domestic abuse and its impact;
- Ensure members of staff are aware that they can raise the issue of domestic abuse with his or her manager in the knowledge that it will be treated seriously and sensitively;
- Publish guidance for line managers to help them:
 - a) identify when a colleague may be experiencing difficulties,
 - b) provide appropriate practical support to assist the colleague in managing his or her situation; and
 - c) explore what action can be taken to help the colleague to stay safe in the workplace.
- Publish and maintain a list of relevant support agencies and resources.
- Investigate and take appropriate action into any allegation that domestic abuse is being perpetrated by a member of its staff in working time and/or through use of its resources.
- Provide access to support services where assistance to change behaviour is sought voluntarily by perpetrators of domestic abuse.

3. The SPCB recognises that domestic abuse can potentially affect any individual regardless of gender, race, disability, age, sexual orientation, religion or belief or any other personal characteristics. We will therefore make information and support on domestic abuse available to all members of staff.

4. The SPCB will regularly review the information and support provided in relation to domestic abuse to reflect experience and identified best practice.

See over the page for a list of links to external organisations who can provide advice and support to those affected by domestic abuse.

[Guidance for managers is available here.](#)

Domestic Abuse—Sources of Support and Guidance

[Confidential Counselling and Information Service \(Carefirst\)](#)

- A free and confidential counselling and information service for all MSPs, their staff and Parliamentary staff

Tel: 0800 174 319

[The Mankind Initiative](#)

- a charity that provides a help-line service for male victims of domestic abuse

Tel: 01823 334244

[Men's Advice Line](#)

- provides a range of services aimed at men experiencing domestic abuse from their partner.

Tel: 0808 801 0327

[National Domestic Violence Helpline](#)

- a national service for women experiencing domestic violence, their family, friends, colleagues and others calling on their behalf.

Tel: 0808 200 0247

[Rape Crisis Scotland](#)

- provides a national rape crisis helpline for anyone affected by sexual violence

Tel: 08088 01 03 02

[Refuge](#)

- a national charity for women and children experiencing domestic violence

Tel: 0808 2000 247

[Respect](#)

- provides support to perpetrators of domestic abuse to help change behaviour

Tel: 0845 122 8609

[Samaritans](#)

- provides confidential non-judgemental emotional support, 24 hours a day for people who are experiencing feelings of distress or despair, including those which could lead to suicide.

Tel: 08457 90 90 90

[Scottish Women's Aid](#)

- works towards the prevention of domestic abuse

Tel: 0800 027 1234

[Victim Support Scotland](#)

- provides emotional support, practical help and essential information to victims, witnesses and others affected by crime.

Tel: 0131 668 4486

[Zero Tolerance](#)

- An organisation promoting innovative policy and practice that tackle the root causes of male violence against women and children.

Tel: 0131 624 8955

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For further information contact:

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