

## **Section 01 - What is domestic abuse?**

It's not just about violence and includes a range of other coercive and controlling behaviours, including:  
- sexual, economical, verbal, religious, emotional and psychological abuse; stalking and harassment;  
honour based violence, forced marriage.

## **Section 02 - Who is affected?**

Research suggests that 1 in 4 women and 1 in 6 men will experience domestic abuse at some point in their lives. This means that during the course of your work you will encounter people who are experiencing domestic abuse. Remember, colleagues are not immune from Domestic Abuse either - any one of them may be experiencing domestic abuse of one form or another. Children in households where there is domestic abuse may carry the psychological scars for decades and where the behaviour is normalised, there may be a greater likelihood of them becoming perpetrators or victims in their teenage/adult life.

## **Section 03 - What to look out for**

People affected by domestic abuse may exhibit one or more of the following signs :- Low self-confidence and esteem, always checking in with their partner, change in socialising and behaviours, unexplained injuries, financial worries, become withdrawn, changes in how they present themselves (clothes, hair, make up etc.), withdrawn and uncommunicative. Repairs - have the police asked for a lock change? Is there damage to internal walls and doors? (Especially bathroom/toilet doors). Are there unexplained injuries, debts or rent.

## **Section 04 - Why is it important?**

Nationally, on average 2 women a week and 30 men a year are killed by a current or former intimate partner. 30 women a day attempt suicide and 3 a week are successful in their attempt. Hundreds more commit suicide after attending hospital for treatment for domestic violence related injuries. Domestic abuse is a crime – we all have a duty to act.

## **Section 05 - What's my role?**

If you work with the public, you are working with Domestic Abuse! Doing nothing is not an option!

Make sure you are familiar with your company Domestic Abuse and Safeguarding Policies and follow the reporting procedures. If your concerns relate to a colleague – speak to your manager. Take the time to familiarise yourself with the Norfolk County Council web page on domestic abuse – it gives information for the public and professionals and provides a directory of support services available locally and nationally.

## **Section 06 - What happens if I make a report?**

Your local domestic abuse champion or Safeguarding lead may ask you for more information. Details will be shared with the police and other agencies who will decide on how best to respond. The fact that you made the referral will not be shared with any of the parties involved.

## **Section 07 - Questions to consider and discuss**

- Are you confident that you could recognise signs of domestic abuse?
- Do you know who to report concerns to and how to do it?