

# Domestic Abuse Policy

## Summary Statement

At Home Group we take domestic abuse very seriously and do not tolerate it in any form. We believe that all people have the right to live their lives safely and free from violence and abuse. We are committed to recognising the signs of domestic abuse and doing all we can to safeguard people who come into contact with our colleagues and services from the impact of domestic abuse.

The policy is relevant to all colleagues, agency workers, volunteers, Involved Customers, contractors, and others directly involved with delivering Home Group activities.

Our Domestic Abuse Policy takes account of best practice and key legislation for adults and children experiencing it. The policy standards were written using feedback from customers and colleagues and define our approach to domestic abuse, including how:

- We put the individual needs, views and wishes of the person experiencing domestic abuse at the centre of our decisions and aim to validate their experiences.
- We understand the importance of being 'victim centred' with people who are experiencing domestic abuse by focussing on on-going safety, well-being and aiming to avoid re-traumatisation.
- We recognise the importance of safe recruitment practices and aim to recruit colleagues who are committed to helping keep people safe and free from abuse.
- We train and support colleagues, so they have the skills to recognise the signs of domestic abuse and respond to people experiencing it in the most appropriate way. This includes keeping up to date with legislation, legal remedies, and available financial support.
- We raise awareness of domestic abuse so that people can help to keep themselves and their children safe.
- We recognise that domestic abuse is complex and are aware of the different types. We are alert to the barriers faced by those experiencing domestic abuse, the potential impact, and the different relationship contexts it can occur in.
- We acknowledge that tackling domestic abuse cannot be done in isolation. We work in partnership and share information (in line with our Information Governance Policy) with other partners, including specialist domestic abuse services, local authorities, the Multi Agency Risk Assessment Conference (MARAC) when required, and other partners who have a role in preventing or reducing the risk to those experiencing domestic abuse.
- We promote customer safety and manage associated risks with a collaborative, enquiring and thorough approach. We also consider others who may be at risk from the abuse, including children and vulnerable adults living in the household.

- We understand that some people experiencing domestic abuse will be at even greater risk. For example, children or people who have a care or support need that makes them less able to safeguard themselves. Colleagues are trained to be aware of this and follow Safeguarding Policy and procedures when required.
- We recognise that we may have customers who are perpetrators of domestic abuse and will take fair action in line with policy to hold them accountable for their actions. We aim to prioritise the safety of those experiencing domestic abuse when taking action against a perpetrator.
- We record and report information in a timely manner and record all cases of domestic abuse on our Incident Management System where actions and risk can be reviewed and monitored.
- We recognise that our role as a landlord and provider of Care and Supported services places us in a unique position to help identify and address domestic abuse. We understand that issues such as Anti-Social Behaviour (ASB) and rent arrears could be concealing domestic abuse. Colleagues are professionally curious and consider the safety and impact on those experiencing domestic abuse when acting on these matters.

The full Domestic Abuse Policy can be obtained from the Policy Team by emailing [policy@homegroup.org.uk](mailto:policy@homegroup.org.uk).