

#NoExcuseForAbuse

Domestic abuse guide



Thinking about the behaviour of a partner or family member...



Do you feel doubted and criticised?



Are you made to feel like you are losing your mind?



Do you feel anxious and stressed in their company?



Do you feel intimidated, threatened or guilty?



Is your mobile phone and internet use monitored?



Do they slap, bite, kick, pinch, choke or throw things at you?



Are you accused of flirting or having an affair?



Do you feel like your movements are monitored?



Are you afraid for your safety, your life and lives of others?



Are you restricted in what you wear, you do and who you see?



Are you forced into a relationship or marriage?



Are you forced to engage in sexual acts that make you feel uncomfortable?



Do they threaten to take their own life or lives of others if you don't comply?



Is your money taken from you and you're given an allowance?



Are you being harassed via social media after a break up?



Do you feel you are controlled, scared, isolated, hurt or trapped?

These are all signs of domestic abuse and coercive control. It is not ok for someone to make you feel like this. There is **#NoExcuseForAbuse**.

The COVID-19 pandemic means that helping people at risk of domestic abuse is more challenging. There is increased social isolation and we need to remember that home is not a safe place for everyone. Look out for your friends, family, neighbours and colleagues. If you think someone is at risk please report this so they can get the help they need.

A managers / colleagues guide

Domestic abuse can happen to everyone, regardless of gender or sexuality. We are asking you to look out for your colleagues and spot the signs that they may need help.

- **Do they have unexplained injuries?**
- **Do they have decreased productivity?**
- **Are they frequently late or absent?**
- **Are there changes in behaviour?**

We understand it may be difficult to approach someone if you think they are at risk, but it may be the important first step in helping them. It will be difficult for colleagues to tell someone about the domestic abuse they are experiencing and your support is important.

✓ DO

- Ask if something is wrong
- Express concern
- Listen non-judgementally and validate
- Offer help
- Prioritise safety over work efficiency
- Support their decisions
- Encourage them to call helplines or police
- Give confidence and reassurance
- Allocate private time and space to listen
- Refer to the Trust's domestic abuse policy for help in talking with a colleague who has shared their experiences

✗ DON'T

- Wait for them to come to you
- Judge or blame
- Pressure the individual
- Give advice
- Place conditions on your support
- Show any doubt
- Seek proof of abuse
- Be afraid to ask a colleague for support and guidance

How the Trust can help

We have a policy on Domestic Abuse which highlights the support available to staff

- Agreeing a period of absence (dependent on the individual's situation) through collaboration with the employee, their manager (supported by HR) and their union representative if applicable.
- Arrange flexible working hours and consider job sharing options.
- Making emergency and safe contact arrangements.
- Improving the safety of the employee while they are at work.
- Adjusting their responsibilities and workload.
- Reviewing communications and IT safety.
- Consider any other support that the person feels would help.

We understand it may be difficult to approach someone if you think they are at risk, but it may be the important first step in helping them. It will be difficult for colleagues to tell someone about the domestic abuse they are experiencing and your support is important.

Remember...



IF AT IMMEDIATE RISK CALL 999!

If you are fearful of being overheard or seen then when you call 999 press 55 and the operator will transfer the call to emergency services without you having to speak (silent solution system).

Police response is business as usual during COVID-19. Please contact them if you need help!

Domestic abuse services are still running during COVID-19. Please contact them if you need help!



Any websites and resources you access may show up in your history or downloads so use a device only you have access to. Most domestic abuse help websites offer a quick exit tab or link to a safe website so you have the option to leave the page quickly.



To raise any concerns in the workplace please speak to a member of the HR team for advice and support. You can also speak to your line manager or safeguarding named nurse / practitioner (details on Trust intranet).

Support available



South Liverpool Domestic Abuse Services

South Liverpool Domestic Abuse Services
(Support for Women)

0151 494 2222



Liverpool Domestic Abuse Service (LDAS)

0151 263 7474
0800 084 2744



Rape and Sexual Abuse Service (RASA)

0151 558 1801



MANKIND
(Males only)

01823 334 244



SAUERA UK
(Tackling Domestic Abuse within BAME communities)

0800 107 0726



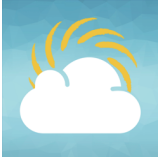
Merseyside Domestic Violence Service
(Supporting families affected by domestic abuse)

0151 709 8770

Our safeguarding leads would also like to highlight the following:

- First Step (Knowsley) - **0151 548 3333**
- Helena (St Helens) - **01925 220 541**
- Sefton Women and Childrens Aid - **0151 925 8606**
- Safe Place (Sexual Health Referral Centre) - **0151 925 3550**
- Wirral Family Safety Unit - **0151 604 3567**
- Worst Kept Secret - **0800 028 3398**

Further support and resources



Brightsky is a free app providing support and information for anyone experiencing domestic abuse, or someone concerned about a friend or family member.

hestia.org/brightsky

Domestic abuse toolkit from Business in the Community:

bitc.org.uk/toolkit/domestic-abuse-toolkit

Guidance from Citizens Advice - citizensadvice.org.uk/family/gender-violence/domestic-violence-and-abuse-getting-help

The Survivor's Handbook from Woem's Aid:

womensaid.staging.wpengine.com/the-survivors-handbook

Liverpool University Hospitals NHS Foundation Trust

Royal Liverpool Hospital
Prescot Street
Liverpool
L7 8XP

Telephone: 0151 706 2000

