



Domestic Abuse Workplace Policy For School Based Employees

A Governing Body/Head Teachers Guide supporting this document is also available.

This policy has been formally adopted by the Governing Body of
.....on..... (date).

Contents

Section	Contents	Page Number
1.0	Policy Statement	3
2.0	Scope	3
3.0	Principles	4
4.0	Objectives of this policy	4
5.0	Roles and Responsibilities	5
6.0	The employer's commitment to employees	5
7.0	Definition of domestic abuse	6
8.0	Definition of 'personally connected'	7
9.0	The prevalence of domestic abuse	7
10.0	Identifying Domestic Abuse	9
11.0	Responding to disclosures	9
12.0	Support and guidance	9
13.0	Perpetrators of domestic abuse	11
14.0	Links to other policies	11
15.0	Monitoring and review	12
16.0	Equality and diversity	12
Appendices		
Appendix 1	Sources of help and advice: Local and National	13-18

1.0 Policy Statement

- 1.1 The school will be referred to as the employer throughout this document.
- 1.2 It is recognised that employees may be affected by domestic abuse either as a survivor of domestic abuse, an individual who is currently living with domestic abuse, someone who has been impacted by a domestic abuse homicide or as an individual who perpetrates domestic abuse. The employer does not condone domestic abuse under any circumstances and requires all staff to behave appropriately and professionally at all times.
- 1.3 This policy seeks to work to mitigate the risks related to domestic abuse, by creating a safer workplace and to send out a strong message that domestic abuse is unacceptable. The policy should be read in conjunction with the supporting Governing Bodies/ Headteachers Guide.
- 1.4 The employer is encouraged to raise awareness of the extent and effect of domestic abuse and the rights of all individuals and families to live free from abuse, intimidation, and violence.
- 1.5 This policy has been written to comply with its legal obligations as set out below:
 - The Domestic Abuse Act 2021
 - Equality Act 2010
 - The requirements of DfE statutory guidance: Keeping Children Safe in Education 2023
 - Health and Safety at Work Act 1974
 - The Management of Health and Safety at Work Regulations 1999
 - Any other relevant employment legislation

2.0 Scope

- 2.1 The policy applies to all teaching and non-teaching staff employed by Schools but excludes centrally employed teaching staff appointed directly by Sandwell MBC, who are covered by the Council's Domestic Abuse Policy.
- 2.2 Links to other school policies include:
 - Capability Procedure
 - Disciplinary Procedure
 - Grievance Procedure
 - Leave of Absence for reasons other than sickness
 - Management of Attendance Procedure
 - Managing Safeguarding

- 2.3 This policy applies to survivors of domestic abuse and/or violence, current victims of domestic abuse, secondary victims of domestic abuse (homicide) and perpetrators of domestic abuse.
- 2.4 The principles of this policy will also apply to contractors, supply staff and volunteers working on behalf of the employer.

3.0 Principles

3.1 The employer is committed to the following principles, which underpin this policy:

- Tackling domestic abuse through its role as an employer.
- Support Staff experiencing domestic abuse.

- Promoting the understanding that everyone has the right to a life free from abuse in any form. The employer will strive to create a working environment that promotes the view that domestic abuse is wholly unacceptable and will not be condoned.

- Expecting all employees and managers to ensure that this policy is implemented effectively – by providing guidance on ways of dealing with incidents of domestic abuse along with advice for HR, Occupational Health and Trade Union/Professional Association Representatives when conducting meetings with employees who have experienced domestic abuse.

4.0 Objectives of this policy

4.1 To provide schools with guidance in aiding employees sympathetically and appropriately when they are seeking assistance to address the issues of domestic abuse.

4.2 To assist and support employees asking for help in addressing domestic abuse issues and to ensure that all employees who are experiencing domestic abuse and perpetrators of domestic abuse are aware of the policy and its implications, in order to:

- Recognise the impact on health and welfare of those experiencing or living in emotional stress or have suffered/experienced severe injury and even death.
- Respond sensitively, sympathetically, and confidentially to all disclosures. Further advice on holding confidential and informal discussions, and how

to respond to disclosures, is available in the supporting Governing Bodies/Headteachers Guide.

- Ensure that those employees seeking assistance are confident their situation will be handled sympathetically and confidentially.
- Guide managers to give prompt effective assistance to find the appropriate support needed by individuals to address issues.
- Help to remove the fears of coming forward for assistance from employees who are suffering.
- Commit to developing a workplace culture that is supportive of colleagues experiencing domestic abuse and to promote zero tolerance for abuse, whilst recognising that the responsibility for domestic abuse lies with the perpetrator.
- Signpost employees experiencing domestic abuse to support organisations.
- Increase awareness by identifying and promoting appropriate awareness on domestic abuse and abuse for managers, supervisors, HR, front line employees and trade union / professional association representatives.

5.0 Roles and Responsibilities

5.1 Employees are required to:

- Understand the policy and procedure, and support mechanisms available.

5.2 Governing bodies are required to:

- Implement the policy equitably and consistently across all employees.
- Ensure that all staff understand the policy and procedure
- Ensure that leaders in school support employees and colleagues.
- Ensure that the steps taken by the employer before, during and after any report of domestic abuse comply with the requirements outlined in the supporting Governing Bodies/Headteachers Guide.
- Delegate the responsibility for holding confidential meetings when victims or perpetrators make a disclosure of abuse or being an abuser and maintain the confidentiality where possible. There may be some circumstances where confidentiality cannot be ensured. Please refer to point 12.4.
- Take responsibility for signposting employees to support mechanisms and raising concerns with individuals when any signs of domestic abuse may be suspected.
 - A list of support services can be found at **Appendix 1**.

6.0 The employer's commitment to employees

6.1 The employer will undertake to ensure the following:

- Make every effort to provide a safe working environment for all staff.
- Provide information to all employees on domestic abuse and the support available and signpost employees to specialist services available.

- Offer a range of options to employees seeking assistance, advice and appropriate support.
- Seek to provide a supportive work environment, in order to encourage those who have experienced domestic abuse and speak out.
- Promote awareness of the policy to all staff.
- Respect and uphold the employees right to confidentiality.
- Offer access to flexible working policies, where appropriate.
- To recognise that perpetrators of domestic abuse may want help to change their behaviour and to signpost these employees to seek support.
- To ensure appropriate action is taken in line with school policies and procedures if perpetrators are employees.
- Make links and embed these principles in school policies.

7.0 Definition of domestic abuse

7.1 Domestic abuse is defined by the Government as: “Any incident of controlling, coercive or threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults, aged 16 and over, who are or have been intimate partners or are family members, regardless of gender and sexuality.” This definition includes so-called ‘honour’-based violence, forced marriage and female genital mutilation.

7.2 The [Domestic Abuse Act 2021](#) provides further protections to the millions of people who experience domestic abuse and strengthens measures to tackle perpetrators. The Act provides the following statutory definition of domestic abuse:

7.3 Behaviour of a person (A) towards another person (B) is ‘domestic abuse’ if:

- A and B are each aged 16 years or over and are personally connected to each other (see section 5.0), and
- The behaviour is abusive

7.4 Behaviour is abusive if it consists of any of the following:

- Physical or sexual abuse
- Violent or threatening behaviour
- Controlling or coercive behaviour
- Economic abuse
- Psychological, emotional or other abuse

It does not matter whether the behaviour consists of a single incident or a course of conduct. Person A’s behaviour may also be behaviour “towards” Person B despite the fact that it consists of conduct directed at another person (for example, Person B’s child). Being abusive towards another person should be read in accordance with being “personally connected” (section 8.0).

- 7.5 Economic abuse means any behaviour that has a substantial adverse effect on a person's ability to acquire, use or maintain money or other property, or obtain goods or services.
- 7.6 Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.
- 7.7 Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim."
- 7.8 Domestic abuse also includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage. For the purposes of this Act, A's behaviour may be behaviour 'towards' B, despite the fact that it consists of conduct directed at another person (for example, B's child).
Under this Act, children are explicitly recognised as victims if they see, hear or otherwise experience the effects of abuse.

8.0 Definition of 'personally connected'

- 8.1 For the purpose of the Domestic Abuse Act 2021, two people are 'personally connected' to each other if any of the following applies:
- They are, or have been, married to each other.
 - They are, or have been, civil partners of each other.
 - They have agreed to marry one another (whether or not the agreement has been terminated).
 - They have entered into a civil partnership agreement (whether or not the agreement has been terminated).
 - They are, or have been, in an intimate personal relationship with each other.
 - They each have, or have had, a parental relationship in relation to the same child under the age of 18 years.
 - They are relatives.

9.0 The prevalence of domestic abuse

- 9.1 Domestic abuse happens across all social backgrounds and cultures and causes lifelong harm to victims and their children. It disproportionately affects women and there is evidence that domestic violence gets worse during pregnancy and that disabled women are twice as likely to experience domestic violence than non-disabled women. Domestic abuse and other forms of violence against women are most commonly perpetrated by men. Anyone can be subjected to domestic abuse; controlling and abusive

behaviour can also occur in same sex relationships and can be perpetrated by women against men. It follows that staff may need different support and resources, depending on their protected characteristics – sex, age, disability, gender reassignment, race, religion or belief, sexual orientation, marriage or civil partnership, pregnancy or maternity status.

Domestic abuse can occur between partners, ex-partners or family members and can include the abuse of parents or adult children.

Some examples include:

- People who live with their partner
- People who don't live with their partner
- Married and unmarried people
- Children and parents
- Women and men
- Younger and older people
- Heterosexual, gay, lesbian, bisexual and transgendered people
- People with disabilities
- People from any culture or social group.

9.2 Domestic abuse is often more wide-ranging than just verbal or physical; below are examples, some of which may not be widely known. This list is not exhaustive, but provides an indication of some variances:

- Financial abuse – involves controlling a victim's ability to acquire, use, and maintain financial resources
- Online or digital abuse – sharing information or photos without consent, monitoring of social media use, abuse via online channels etc
- Coercive control and 'gaslighting' – psychological abuse where a person or group makes someone question their sanity, perception of reality, or memories
- Forced Marriage – A forced marriage is where one that both people do not (or in some cases cannot) consent to the marriage, and pressure or abuse is used
- 'Honour' based violence – is a crime or incident, which has or may have been committed to protect or defend the 'honour' of the family and/or community
- Female Genital Mutilation – FGM is the partial or total removal of external female genitalia for non-medical reasons. It's also known as female circumcision, cutting or sunna.
- Stalking; A pattern of persistent and unwanted attention that makes someone feel pestered, scared, anxious or harassed. For example, making unwanted communication, using threats, or repeatedly following a person or spying on them.

9.3 In the majority of cases, the abuser is a man and the abused is a woman, however it is acknowledged that this is not always the case and that domestic abuse can affect anyone. National research indicates that one in three women

and one in six men will experience domestic abuse in their lives. Every week at least two people are killed by a violent partner/ex-partner or a family member. Domestic abuse accounts for almost one quarter of all reported violent crimes (www.refuge.org.uk).

- 9.4 In the UK, in any one year more than 20% of employed women take time off work because of domestic abuse and 2% lose their jobs as a direct result of abuse. Domestic abuse affects employers by impacting on the productivity and financial strength of organisations. The employer has a legal responsibility to ensure the health and safety and welfare of its employees.

10.0 Identifying domestic abuse

- 10.1 It might not be immediately obvious that a colleague is experiencing domestic abuse.

Possible signs of domestic abuse include:

- Changes in behaviour including uncharacteristic withdrawal, depression, anxiety, distraction or problems with concentration.
- Changes in the quality of work for no apparent reason: arriving late or leaving early.
- Reduced attendance or increased sick leave or high presenteeism without an explanation.
- Needing regular time off for appointments; taking frequent or excessive calls during work time from a partner
- Repeated injuries or unexplained bruising or explanations that do not fit with the injuries- substance use/dependence- inappropriate or excessive clothing (that might be hiding injuries or bruising).

This list of possible signs is not exhaustive, the signs could manifest themselves over time and the behaviours may be indicative of other concerns.

11.0 Responding to disclosures

- 11.1 The supporting Governing Bodies/ Head Teachers Guide provides guidance regarding the necessary steps an employer should take if an employee discloses that they are experiencing domestic abuse. If necessary, referrals made via Multi Agency Risk Assessment Conference (MARAC).

12.0 Support and guidance

- 12.1 Information and guidance on help and support services is available from a range of agencies, including the police, local refuges and helplines. Support can also be requested from your HR provider. Employees will be supported internally or externally to help them with the difficulties they are experiencing.

A list of support services can be found at **Appendix 1**.

- 12.2 Assistance can be accessed via several different methods including the employee being able to speak to who they want, when they want, if they need to i.e. at the appropriate time for them. Individuals can be offered support from their employer, your HR provider, Occupational Health, work colleagues or trade union / professional association representatives and the employer's Employee Assistance Programme (EAP), where available.
- 12.3 A safe working environment is achieved by minimising the risk to the employees' safety whilst at work. Support can be considered with work schedule adjustments, work relocation, avoidance of lone working and appropriate risk assessments if required.
- 12.4 Where possible confidentiality will be maintained. Information will not be shared unnecessarily with colleagues without permission. There are, however, some circumstances in which the employer's duty of care is the overriding factor, and confidentiality cannot be assured. This may occur when there are concerns regarding the victim/survivor's children, vulnerable adults or where the organisation is required to share the information to protect the safety of their staff.
- 12.5 Employers will be expected to deal with cases of domestic abuse by incorporating the needs of the employee along with School procedures and the needs of the service the individual is providing. Your HR provider can support managers to implement this policy and assist with further advice and guidance on an individual basis. Requests for temporary or permanent adjustments, including flexible working requests, should be treated sympathetically, in conjunction with the needs of the School.
- 12.6 Employees who encounter domestic abuse should be allowed to attend relevant appointments as negotiated with their employer.
- 12.7 Where specialist support is required in relation to housing and tenancy agreements, police and other agencies will assist with civil injunctions or reporting matters to the police. Employers should support the employee to be able to disclose and make their own choices understanding that this may take period of time and a number of attempts to achieve change.
- 12.8 In order to protect staff from domestic abuse and violence, the employer should consider reasonable adjustments for employees, including:
- Early/late start and finish times.
 - Flexible working (this may be as a temporary or fixed term arrangement).
 - Agreed paid leave.
 - Time off to attend counselling / medical appointments.
 - An agreed person the survivor can approach for additional support as required.

12.9 As part of the employer's health and safety duties, an individual risk assessment should be routinely undertaken in consultation with the employees and should consider:

- Site safety.
- Classroom/workspace changes (which may be on a temporary basis).
- An agreed approach to the sharing of the employee's information with other identified staff in order to provide ongoing support.
- Anything else the employer or employee feels would ensure their ongoing safety at work.

13.0 Perpetrators of domestic abuse

13.1 Employees should be aware that their conduct outside of work, including committing acts of domestic abuse, could lead to disciplinary action being taken due to the impact on the employment relationship and the reputation of the school. If an employee is alleged to have perpetrated domestic abuse or intimidated, harassed or victimised someone whom they are 'personally connected' to (refer to the definition outlined in section 8.0), action may be taken against them using the appropriate School policies and procedures, e.g. Disciplinary Procedure; Managing Safeguarding Allegations Policy etc. The School/Academy should seek advice from their HR provider in such cases.

12.2 Where appropriate an assessment of transferable risk to children with whom the person works should be undertaken. If in doubt seek advice from the Local Authority Designated Officer (LADO). Further information regarding managing allegations/concerns that may meet the harms threshold can be found in Part Four of the [Keeping Children Safe in Education \(KCSiE\)](#).

12.3 Domestic abuse is a serious issue which can lead to criminal convictions and if an employee is convicted of perpetrating domestic abuse certain job duties/roles may be inappropriate and therefore a risk assessment would need to be carried out, as is normal practice when considering criminal convictions.

12.4 If an employee approaches the employer concerned about their own abusive behaviour, they will be encouraged to seek support and help from an appropriate source. Any allegation or disclosure will be treated on a case by case basis, with the aim of reducing risk and supporting change.

12.5 Under the [Domestic Abuse Act 2021](#), children are explicitly recognised as victims if they see, hear or otherwise experience the effects of abuse. Therefore, all school staff have a duty to immediately report any concerns that they may have in relation to the safeguarding of children and young people, and must follow the School Child Protection Policy and Statement in respect of Managing Allegations against Staff, including Supply Staff, Volunteers and Contractors who work with Children and Young People.

14.0 Links to other policies

14.1 The employer will ensure that the appropriate links are made with any other relevant policies or procedures and seek to ensure that any employee who has

experienced domestic abuse suffers no detriment.

- 14.2 Employees with a period of sickness absence as a result of domestic abuse may be subject to the Management of Attendance Procedure; however, such absences should be managed sensitively. Schools should ensure that reasonable time is given to the employee to access appropriate support, planned interventions and treatment, and that reasonable adjustments are made. Professional HR advice should be sought in circumstances where an employee reaches a trigger point due to sickness absence arising as a result of domestic abuse.
- 14.3 In cases of alleged misconduct or capability, due consideration should be given to any declared incidents of domestic abuse as mitigation. In such circumstances, the School should seek further advice from their HR provider.

15.0 Monitoring and review

- 15.1 This policy will be reviewed as and when required, in order to reflect current best practice and any changes to legislation and Government guidance.

16.0 Equality and diversity

- 16.1 The employer is committed to equality and fairness for all employees and will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Sources of help and advice: Local and National

Local

In Sandwell there is lots of support available for you if you are suffering domestic abuse or if you are worried about someone who is.

In an emergency

In an **emergency always phone the police on 999**.

Use the **101** number to call the police if it's not an emergency.

For anyone experiencing domestic abuse, help and support is available:

www.sandwell.gov.uk/domesticabuse

Birmingham LGBT Centre provide a range of support services for LGBT victims at

<https://blgbt.org/domestic-violence/>

'Ask Marc' also offers help and support for men affected by domestic abuse, stalking, rape and sexual violence. For support, visit www.askmarc.org.uk

[Black Country Women's Aid](#) provides a range of services and support to men and women experiencing domestic abuse. You can call them **24 hours a day on **0121 552 6448**.**

They provide a full range of services including access to emergency accommodation, access to legal advice, court support, counselling, rape and sexual violence services.

Housing

For advice on housing including ways to keep safe in your home, re-housing or obtaining a place in a refuge you can call our Housing Options service on 021 368 1166.

For help to find emergency accommodation outside normal office hours call 0121 569 6883 or visit the [housing section of this website](#).

Refuges for women

Women experiencing domestic abuse may be able to stay in a women's refuge. Some refuges are specifically for women from certain backgrounds, such as Irish or Asian women. Staff at refuges can give you advice about your situation. Contact the [National Domestic Violence Helpline](#) on 0808 2000 247 for more information about refuges.

Refuges for men

If you are a man who has to leave home because of domestic abuse, you can make a homeless application to the council. There is limited specialist housing for men experiencing domestic abuse.

Get homeless help from the council

You can apply to our housing solutions team as a homeless person if you can't stay in your home. The council will give you advice about finding somewhere to live and you are likely to be entitled to emergency accommodation.

Contact details

Housing Choice Services – Housing Solutions Service
Operations and Development Centre
Roway Lane
Oldbury
West Midlands
B69 3ES

Phone

0121 368 1166 option 2 or email housing_choice@sandwell.gov.uk

Out of hours phone number

0121 569 6883

West Midlands Police

[West Midlands Police](#) take all reports of domestic abuse very seriously.

Remember - in an **emergency** call the police by dialling 999 or in a non-emergency dial 101.

Domestic Violence Disclosure Scheme (Clare's Law)

The Domestic Violence Disclosure Scheme (also known as Clare's Law) aims to give individuals the opportunity to make enquiries about their partner if they are worried they may have been abusive in the past. For more details including how to make a request please visit the [West Midlands Police website](#).

Domestic Violence Protection Notice and Orders (DVPN/DVPO's)

DVPN's and DVPO's are orders which enable the police and magistrates additional powers to protect a victim from further harm in the immediate aftermath of a domestic violence incident. For more details of DVPN's and DVPO's can be found on the [West Midlands Police website](#).

Bright Sky App

Bright Sky is a free to download mobile app, providing support and information for anyone experiencing domestic abuse, or someone concerned about a friend or

family member. In addition, the app is available for use by employers and service providers.

It includes

- A unique UK-wide directory of specialist domestic abuse support services with contact details.
- A secure My Journal tool to record incidents of abuse via text, audio, video or photo form, without any of the content being saved on the device itself.
- Questionnaires to assess the safety of a relationship, plus a section on dispelling myths around domestic and sexual abuse.
- Links to further resources and information on topics around domestic abuse.

You can download Bright Sky for free on the Google Play Store and App Store, where it is available in English, Polish, Punjabi and Urdu.

Helpful Links

Help for women

[Refuge](#) offers women and children a range of support services.

[Rights of Women](#) works to attain justice and equality by informing, educating and empowering women on their legal rights.

[Women's aid](#) is the key national charity working to end domestic violence against women and children.

Help for men

[The Men's Advice Line](#) is a confidential helpline for all men experiencing domestic violence by a current or ex-partner. This includes all men, in heterosexual or same-sex relationships.

[Mankind](#) offer support for male victims of domestic violence or domestic abuse.

National

[National Domestic Abuse Helpline](#) – Provides support, help and information over the telephone where ever the caller is in the country. Telephone – 0808 2000 247 or email helpline@refuge.org.uk

[Samaritans](#) – Telephone – 116 123

[Rape Crisis](#) - To find your nearest rape crisis centre

[Shelter](#) – Shelter helps millions of people every year struggling with bad housing or homelessness through our advice, support, and legal services. Telephone – 0808 800 4444

[Victim Support](#) - an independent charity dedicated to supporting people affected by crime and traumatic incidents in England and Wales. Telephone – 0808 588 1449

[Crime Stoppers](#) – 0800 555 111

Citizen's Advice Bureau – the CAB offers support and guidance, debt advice and independent legal advice. Telephone, 03444 111444 or email district@wolverhamptoncitizensadvice.com.

Legal

[Community Legal Service Direct](#) is a source of free legal advice. Telephone – 0845 345 4 345

[Rights of Women](#) offer legal advice and information to help women understand the law and their legal rights. Telephone, 020 7251 6575

[National Centre for Domestic Violence](#) provides a free, fast emergency injunction service to survivors of domestic violence. Telephone, 0844 8044 999

Criminal Law Advice Line – provide advice on issues including sexual offences, domestic abuse/violence and harassment. Telephone 0207 490 8887 or textphone 0207 490 2562

Family Law Advice Line – Telephone, 0207 251 6577 or textphone 0207 7490 2652

Support for Gay, Lesbian, Bi-sexual, Transgender

[GALOP](#) – national LGBTQ+ domestic abuse helpline and webchat service. Telephone 0800 999 5428

London LGBT Casework Service – provide emotional and practical support for LGBT people experiencing domestic abuse. Telephone 020 7704 2040

Children and Young People

[Childline](#) – help and support for children and young people. Telephone: 0800 1111

[NSPCC helpline](#) – advice and support for anyone with concerns about a child. Telephone: 0808 8005000 or email help@nspcc.org.uk

[The Children's Society](#) – guidance for young people on both [domestic abuse](#) and [teen relationship abuse](#)

[Barnardo's](#) – support for families affected by domestic abuse

[Family Lives](#) – support through online forums

[Rights of Women](#) – guidance about child contact arrangements relating to coronavirus

[Mermaids](#) – helping gender-diverse kids, young people and their families since 1995. Telephone: 0808 801 0400

BAME Women and Children

[Karma Nirvana](#) – national helpline for victims of honour-based abuse, forced marriage and domestic abuse. They also provide education, training and deliver awareness roadshows – Call 0800 5999247.

[Foreign and Commonwealth Office Forced Marriage Unit](#) – supports people who are trying to stop a forced marriage and women who need help leaving a marriage she has been forced into. Telephone 020 7008 0151

[The Refugee Council](#) provides free advice and information to asylum seekers and refugees in UK

[Southall Black Sisters](#) supports Asian and African-Caribbean women experiencing any kind of gender based violence
0208 571 0800

[Muslim Community Helpline](#) is a confidential, non-judgemental listening and emotional support service for UK Muslims. Telephone – 020 8904 8193 or 020 8908 6715

[Jewish Women's Aid Helpline](#) is a confidential, non-judgemental, listening service. Telephone – 0808 801 0500

[Jaikara](#) is a local charity which can offer support and advice for those suffering from domestic abuse, forced marriage or female genital mutilation. Telephone: 03301 331100.

Somalian Women's Centre offers advice and information for the Somali community living in and around Ealing on housing, immigration, nationality and asylum, education, employment and welfare rights. Telephone – 020 8752 1787

[Shakti Women's Aid](#) supports BAME women experiencing domestic violence in Scotland. Telephone – 0131 475 2399

[The Kiran Project](#) provides a range of services for Asian women experiencing domestic violence. Telephone – 020 8558 1986

[Chinese Information and Advice Centre](#) offers free legal advice and support including to women experiencing domestic violence. Telephone – 020 7692 3697

[BAWSO](#) provides services and support for BAME women experiencing all forms

of gender-based violence in Wales. Telephone – 0800 731 8147

[JAN Trust](#) works to combat poverty, discrimination, abuse and social exclusion among BAME women including refugees or asylum seekers
0208 889 9433

Help for abusers

The [Respect Phonenumber](#) is an anonymous and confidential helpline for men and women who are harming their partners and families. The helpline also takes calls from partners or ex-partners, friends and relatives who are concerned about perpetrators. Telephone: 0808 802 4040

Other useful contacts

[Able Futures – Support for mental health at work](#)

[Rethink Mental Illness Helpline](#) – 0808 801 0525

[Recovery Near You](#) – Local support available for drink and drug use. Telephone
- Adults – 0300 200 2400. Young People – 0300 123 3360

[Alcoholic Anonymous](#) – Information, advice and support to help people recover from alcoholism

Aquarius (Alcohol and Drugs Misuse) – Advice and support and information.
Telephone – 01902 420041

Drinkline 0800 917 8280

National Drugs Helpline 0800 776600

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