

BELFAST AREA DOMESTIC VIOLENCE PARTNERSHIP

Domestic Violence – A Workplace Issue?

30th January 2013

Patricia Lyness, Vice Chair

The Belfast Area D V Partnership re established 2008.....

***“To develop and maintain local
partnerships for shared understanding
and work to tackle Domestic Violence
in the Belfast Area”***

(Mission Statement)



Partnerships Aims

- Working together effectively
- Identify resources
- To support/lobby for initiatives that hold perpetrators accountable
- Strategic fit

Membership

- Barnardo's
- Court Service / Solicitor
- Education
- Health and Social Services
- Housing Executive
- NSPCC
- PBNI
- PSNI
- Policing and Community Safety Partnerships
- Social Security Agency
- Trade Unions
- Victim Support
- Voluntary/Community Groups
- Women's Aid



Belfast Area

Domestic Violence Partnership

Key Themes and Working Groups

- Prevention/Support
- Protection and Justice
- Multi Agency Risk Assessment (MARAC)
- Training and Development

Strategic Context

***“Tackling Violence at Home”
Strategy 2005 and Action Plans***

***“Explore implementation of Domestic
Violence Workplace Policies with private
and public sector employees”***

Patricia Lyness
Chief Executive
Belfast and Lisburn Women's Aid

Domestic Violence: Setting the Context

Weds 30 January 2013
Malone Lodge



- 24 Hour Domestic Violence Helpline: 0800 917 1414
- Open to anyone affected by domestic violence

Domestic Violence is...

...the intentional and persistent physical or emotional abuse of a woman, or of a woman and her children in a way that causes pain, distress or injury.

Definition by Women's Aid

- 24 Hour Domestic Violence Helpline: 0800 917 1414
- Open to anyone affected by domestic violence

Domestic Violence is...

“Threatening behaviour, violence or abuse (psychological, physical, verbal, sexual, financial or emotional) inflicted on one person by another where they are or have been intimate partners or family members, irrespective of gender or sexual orientation.”

Definition from Tackling Violence at Home (2005).

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Domestic Violence in Context 2011-2012

- PSNI responded to **25,196** domestic abuse incidents, approximately one every **21 minutes** and on average **69 incidents** every day
- **3** recorded murders with a domestic motivation which is 19% of all recorded murders
- **10,387** domestic abuse crimes recorded – increase of over **8%** from previous year
- There are more than **3 times** as many domestic abuse related crimes as drug offences



Belfast and Lisburn

•24 Hour Domestic Violence Helpline: 0800 917 1414

•Open to anyone affected by domestic violence

Domestic Violence in Context 2011-2012

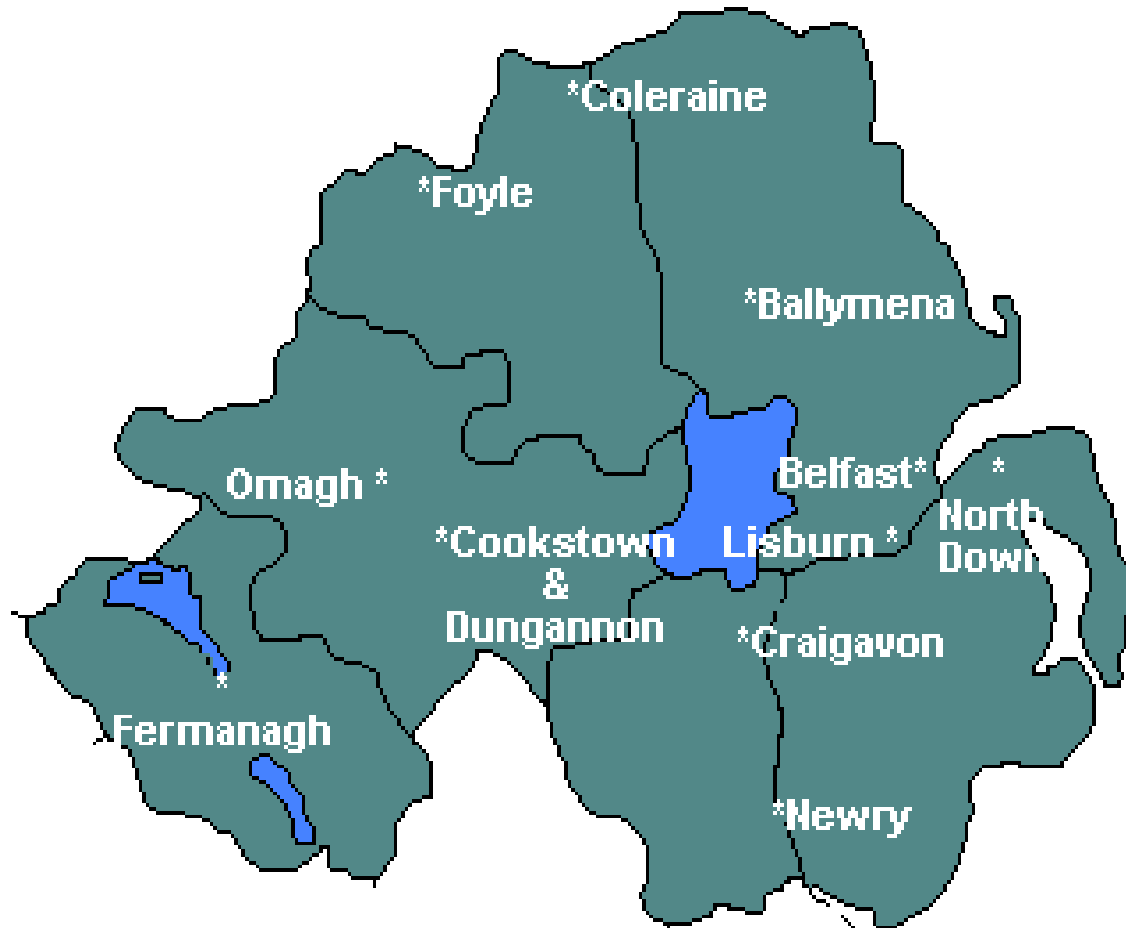
- Domestic violence costs the NI economy approximately **£180 million every year**
- Over **30%** of domestic violence occurs in pregnancy
- Approximately **32,000** children are living with domestic violence
- MARAC (Multi-Agency Risk Assessment Conference) statistics show of **3,263** high risk domestic violence cases, **3,130** were women with **4,530** children recorded as part of these households



Belfast and Lisburn

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- Open to anyone affected by domestic violence

Women's Aid in Northern Ireland



24 Hour Domestic Violence Helpline 0800 9171414
Open to anyone affected by domestic violence

Women's Aid Northern Ireland

- Domestic violence 24 hour helpline dealt with approximately **32,000** calls
- **1,077** women and **854** children used the refuge network.
- That's **300** women and **226** children in Belfast alone
- **2,938** women with over **4,000** children used the outreach service



Belfast and Lisburn

- 24 Hour Domestic Violence Helpline: 0800 917 1414
- Open to anyone affected by domestic violence

Belfast & Lisburn Women's Aid Services

- 3 refuges providing 24 hour crisis accommodation, protection and support for **291** women and **226** children
- Outreach - helping **1,382** women and their children to stay safely in their homes and community
- Early intervention and prevention focus
- Court support – through the civil and criminal justice systems
- 2 One-Stop-Shops: Belfast and Downpatrick

women's aid

Belfast and Lisburn

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Belfast & Lisburn Women's Aid Services

- Self-development & Domestic Violence programmes
- Children and Young People's services
- Prevention Programmes – Helping Hands and Heading for Healthy Relationships
- Bespoke Domestic Violence Training and Information Sessions to a range of statutory, voluntary and community groups/organisations
- Partnership Working



Belfast and Lisburn

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What is a Social Guardian?

A Social Guardian:- Because everyone can do something to prevent domestic violence.



24 Hour Domestic Violence Helpline: 0800 917 1414
Open to anyone affected by domestic violence

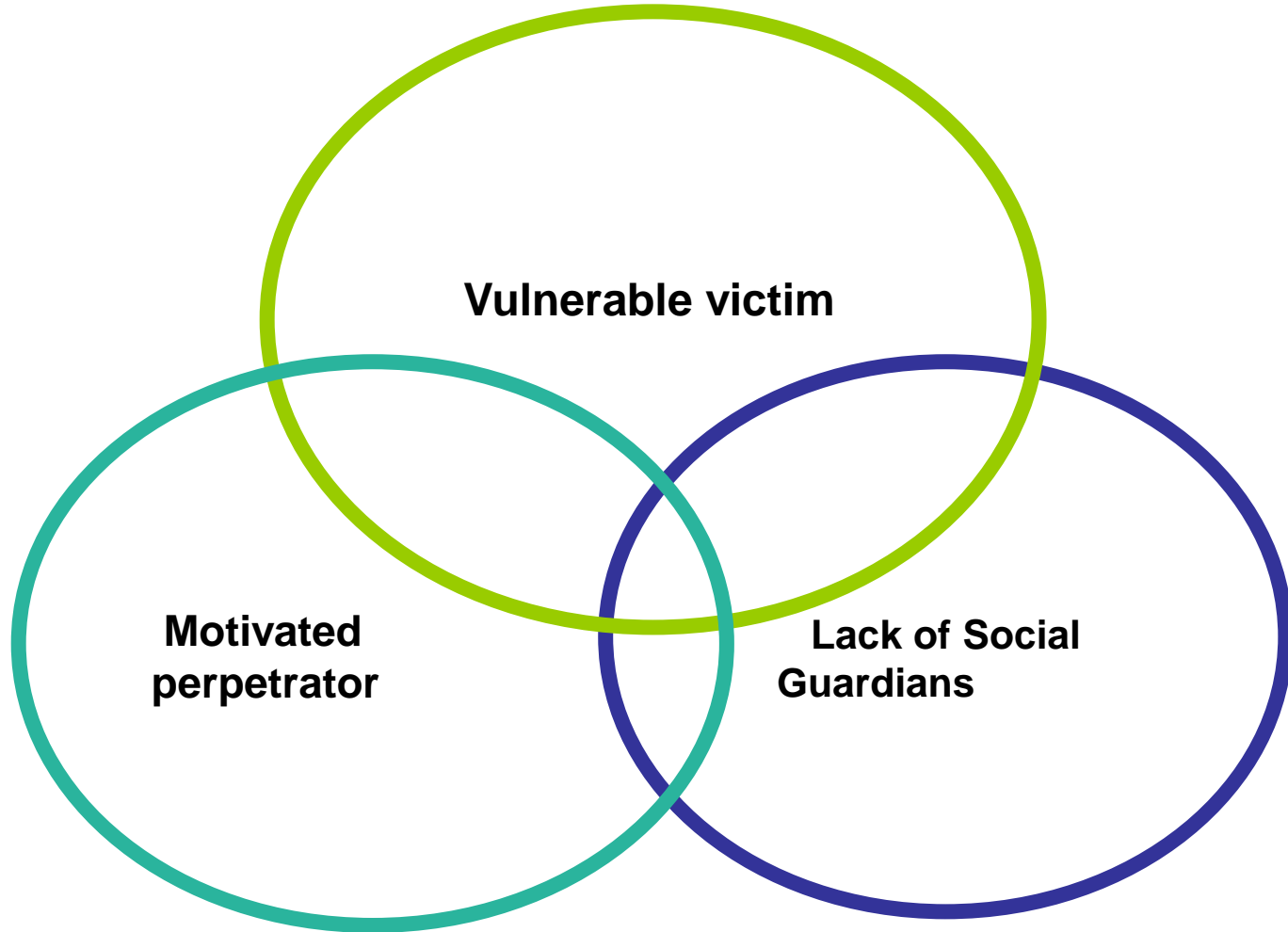
Being an Effective Social Guardian

- Do you care?
- Do you know enough?
- Do you know who to ask for the right information?
- See it as your role to do something
- Believe something can be done
- Understand the harm it causes
- Understand the dynamics and complexities of Domestic Violence

•24 Hour Domestic Violence Helpline: 0800 917 1414

•Open to anyone affected by domestic violence

Repeat Crime



Social Guardians Understand that ...

- A perpetrator can be very charming and manipulative to others outside the home.
- It is difficult to leave the home and relationship
- The earlier the intervention, the more opportunities to minimise the negative impact and increase access to support and protection. It is rarely a one-off and usually increases in frequency, intensity, risk and danger.
- Abuse happens when the victim has an expectation of trust/love about the perpetrator – this trust is exploited and used to abuse.
- Fear is always present. The victim will usually hide what's happening.
- There is no excuse, provocation or justification for the violence.
- A perpetrator will develop and use specific strategies frequently and consistently that they know will work to exercise control and misuse power.

•24 Hour Domestic Violence Helpline: 0800 917 1414

•Open to anyone affected by domestic violence

Challenges for Social Guardians - The Myths

- It's because the perpetrator: has anger management problems, is stressed, has a drink problem, is depressed, saw it happening as a child.
- It only happens in families that are poor/ disadvantaged/ live in urban housing areas.
- It has to involve physical violence.
- There must be something that the victim did to provoke it or maybe there is something dysfunctional about them in the first place and anyway why don't they just leave because that's what I'd do?

Social Guardians understand that these are myths and challenge themselves and others to understand that.

•24 Hour Domestic Violence Helpline: 0800 917 1414

•Open to anyone affected by domestic violence

Developing Social Guardians

What Can You Do?

Because everyone can do something!

- 24 Hour Domestic Violence Helpline: 0800 917 1414
- Open to anyone affected by domestic violence



Domestic Violence/Abuse

The Police Response

Sergeant Ailish McCrissican

Public Protection Unit

Willowfield PSNI



- Definition
- Facts
- Statistics
- Risk Indicators
- Police Response
- Domestic Abuse - Police Objectives
- Role of Domestic Abuse Officer
- MARAC
- Partnerships

Definition



- Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial, or emotional) inflicted on one person by another where they are or have been intimate partners or family members, regardless of gender or sexual orientation.
- *Incident means an incident anywhere and not confined to the home of one of the partners/family members*
- *Intimate partners- must have been a relationship with a degree of continuity and stability. Relationship must have a sexual aspect.*
- *Family members include mother , father , son , daughter , brother , sister , grandparents whether directly or indirectly related, in-laws or step family.*

Facts



- 2009/10 - 7 Domestic Murders
- 2010/11 - 7 Domestic Murders
- 2011/12 – 3 Domestic Murders
- Most common single type of violence against women
- One third of all recorded violent crime
- On average the victim is abused 35 times before they contact the Police
- Becomes more serious and frequent the longer it continues
- Domestic abuse is about power and control
- Many people are trapped in violent situations that they cannot readily leave
- Occurs regardless of class, religion, sexual orientation or ethnicity.

Statistics

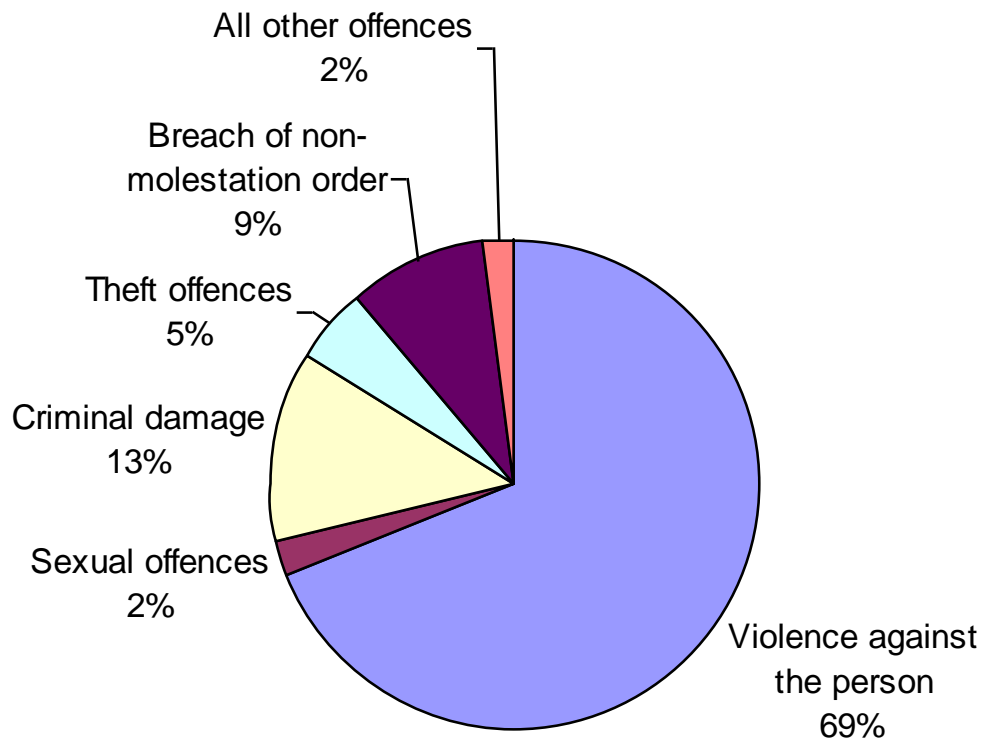
Police Statistics



Year	Domestic incidents	Domestic Violence
2005/06	23059	10768
2006/07	23456	10115
2007/08	23076	9283
2008/09	23591	9211
2009/10	24482	9903
2010/11	22685	9546
2011/12	25196	10387

The PSNI attended over **25,000** domestic incidents in 2011/12, that's roughly one incident every **19 minutes**. Therefore it is likely that whilst we speak there have been **9 domestic** incidents.

Trends in Domestic Abuse Crimes.



Crimes with a Domestic Abuse Motivation 2011/12

Some Risk Indicators :



- Separation imminent
- Pregnancy, Birth
- Escalating violence
- Victims level of fear/threats
- Children involved
- Strangulation
- Sexual Assault
- Previous history

Police Response



- Home Office Circular 60/90
- **A more robust and positive policy in which police response will be geared toward arrest and prosecution of offenders, rather than one which smooths over the dispute and seeks reconciliation between partners.**

Domestic Abuse – Police Objectives



- Protect the victim and any children
- Robust police response
- Investigate offences/gather evidence
- Provide support/advice
- Provide information – Victim Support, Women's Aid/Men's Aid, Non Molestation/Occupational Orders
- Update the victim

Public Protection Units



- Specialist Units in every Police District
- Specialist in Child Protection, Domestic Abuse, Sexual and Violent Offender Management and Missing and Vulnerable Persons.
- Work in Partnership with Statutory and Voluntary Sector

Role of Domestic Abuse Officer



- To provide an accessible and sympathetic service to the victims of domestic abuse
- To increase victim confidence in using the criminal justice system
- To encourage the reporting of offences and minimise the withdrawal of complaints
- To ensure that incidents reported to the police are recorded and analysed

Role of Domestic Abuse Officer Cont.



- To investigate domestic abuse offences which fall into their remit under the Domestic Abuse Policy
- To engage in interagency activity to promote a high level of awareness of domestic abuse
- To provide information on relevant support offered by other agencies such as Women's Aid, Victim Support and Crime Prevention

MARAC

Multiagency Risk Assessment Conferencing



- DASH
- Conference where information shared on high risk cases
- Action Plans
- Representatives from PSNI, PBNI, NIHE, Women's Aid, etc.

Partnerships



- Victim Support NI
- Northern Ireland's Women's Aid Federation
- Samaritans
- Relate
- Law Society of Northern Ireland
- Health Trusts
- Schools
- Government
- Community Safety Partnerships
- Department of Health – Home Office
- Forced Marriage Unit
- Public Prosecution Service
- Men's Advisory Project
- Men to Men
- Cara Friend
- The Rainbow Project
- Child Line
- Barnardo's

Domestic Abuse – REMEMBER!!



- Everyone has the right to live without fear
- Everyone has a responsibility to act
- Domestic Abuse is a Crime



LGB&T Intimate Partner Abuse

Harriet Long – LGB & T Advocacy
Worker

harriet@rainbow-project.org

Sexual Orientation (LGB)

Sexual Orientation is a person's attraction,
whether emotional, psychological
and/or sexual,
to people of the opposite or same gender.

This is made up of feelings, behaviour and
identity

What is Transgender?

Transgender or Trans is the umbrella term given to describe individuals, behaviours and groups whose gender identity is different from the sex assigned to them at birth and/or describes individuals, behaviours and groups whose gender identity does not conform to conventional notions of male and female.

Gender Identity describes people's expression of themselves as male or female. This is different to sexual orientation.

How many LGB people are there?

- It is estimated that between 6% - 10% of the UK population are Bisexual, Gay or Lesbian.
- This would mean that between and 101,100 and 168,500 people in Northern Ireland fit into this group

Based on National Statistics 2006, estimated population for NI of 1,685,000.

How many transgender people are there?

It estimated that there are 5000 transgender people in Northern Ireland – 4 a week present to the Gender Identity Clinic. (SAIL)

We believe many more to be isolated and/or invisible.

“Service providers and employers need to be aware of this large group who, whether or not they present for medical treatment, may still experience discrimination and be vulnerable to bullying and hate crime.”

© GIRES 2009 (Gender Identity Research and Education Society)

NB: These figures are based on the population in Scotland England and Wales.

Homophobia

The negative attitudes, stereotypes and prejudices that still exist in society about individuals who are not heterosexual. It is often directed at individuals who are gay or lesbian or are thought to be gay or lesbian.

● Janice Ristock, *'Moving Beyond a Gender-Based Framework'* 2005

Transphobia

An irrational fear of, aversion to and/or discrimination against people who express a gender identity outside the social norms and stereotypes.

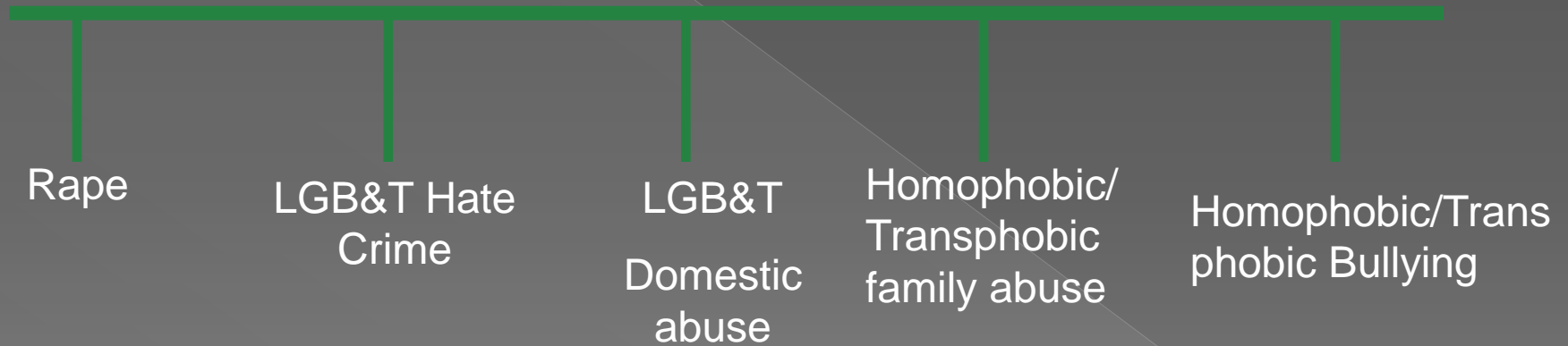
Abuse and discrimination targetted at people who are transsexual and/or who are in the process of gender reassignment (transition)

Carrying An Unconscious Bias (Heterosexism)

The assumption that everyone is heterosexual and that heterosexual relationships are natural, normal and worthy of support. These assumptions are systematic and institutionalised.”

• Janice Ristock, 'Moving Beyond a Gender-Based Framework' 2005

Continuum of Violence Against LGBT&T People



LGB&T Intimate Partner Abuse

1 in 4 LGB&T people
experience
relationship abuse

(Broken Rainbow UK)



**No-one will
take me
seriously**

**No-one will
understand**

**People don't
know that I'm
gay**

**In a same sex relationship your partner
can deliberately use your sexual identity
and orientation as a form of control**

**Threatening to 'out' you to family, friends, partners,
colleagues, neighbours, church group**

**Undermining and belittling your sexual orientation and
questioning your identity**

Controlling how you express yourself as an LGB person

**Controlling your social life and interactions with other LGB
people.**

Forcing you to act 'straight'

Transphobic Behaviours

- Stopped from taking medication or having treatment
- Stopped from expressing gender identity by restricting appearance
- Preventing 'coming out' or threatening to 'out'
- Drawing attention to/focussing on body parts you feel uncomfortable about
- Making someone feel uncomfortable, guilty, wrong and/or ashamed about their background and trans identity

“It is because we face oppression and because we have built unique communities that battering is different in our relationships that heterosexual ones....Understanding these differences is critical to recognising battering outside its stereotypical heterosexual form.”

Allen & Leventhal, 1999

Carrying An Unconscious Bias (Heterosexism)

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Sexual Orientation in the Workplace

- ◉ 1 in 4 LGB people conceal their SO in the workplace
- ◉ 33% of LGB people don't know anyone else in their organisation who is LGB
- ◉ 27% of LGB people believe that their SO will have a negative impact on their chances of progressing at work

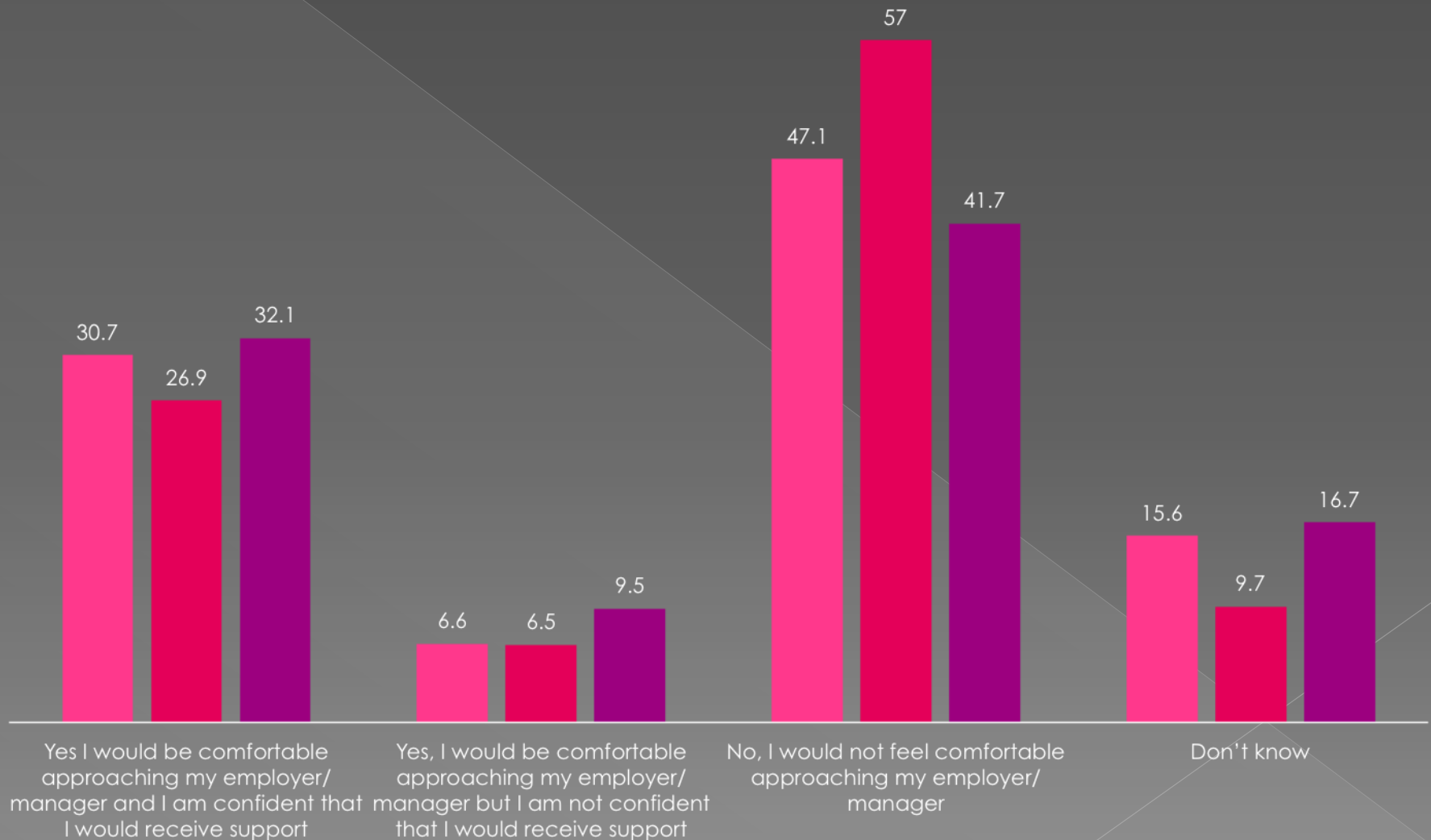
(McDermott 2011)

Same Sex Domestic Violence Policy

- Over half of respondents (52%) from the public sector said that they did not know if their organisation had a domestic violence policy or if it mentioned support for same sex attracted people. (McDermott 2011)

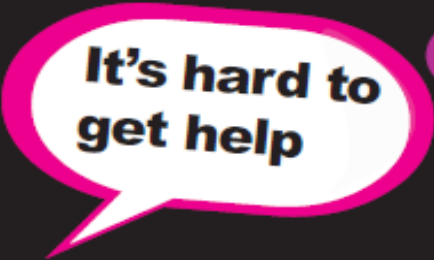
Approaching A Manager

Public Private Other

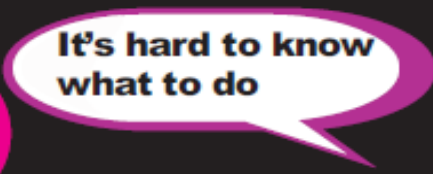


LGBT Intimate Partner Abuse

- ◉ Thrives on assumptions and prejudice
- ◉ Varies according to the tools at the abusers disposal
- ◉ Presents different risks for those facing abuse
- ◉ Creates a 'hard to reach' group and underreporting due to lack of effective response from both lgbt groups and mainstream service providers.



**It's hard to
get help**



**It's hard to know
what to do**



**It's hard to
talk about**

There are lots of reasons why people don't tell anyone what is happening to them or seek help. If you are gay, lesbian or bisexual there are even more...

Messages in society make your sexual orientation and identity feel abnormal, wrong and/or misguided and so it is harder to come forward to discuss problems in your relationship.

You may feel vulnerable, fearful and confused and not want to disclose your sexual orientation to strangers

Your partner may have isolated you from friends, family and professionals that even if you want to seek help you are not sure how to or where to.

You may be afraid that people will not believe you or take you seriously.

You might worry about homophobia and assumptions being made about your sexual orientation and your relationship

Workplace domestic violence policy conclusions:

- It's not about Section 75
- We welcome the explicit inclusion of Appendix 3 for Non-traditional victims of domestic violence/abuse
- It's about diversity within equality
- It's still about gender

Why gender is still important

Gender Based Violence (James Lang 2002)

“Any form of violence used to establish, enforce or perpetuate gender inequalities and keep in place gendered orders. In other words gender based violence is a policing mechanism”

Campaigning on behalf of all victims of

Domestic Violence

at work or at home

nipsa
Protecting Public Services
Supporting Public Servants

Domestic Violence

Today's Objectives

- Explain why it is a workplace issue
- How you, Employers/HR practitioners can identify and support employees

Impact on the Workplace

- A deterioration in an employee's performance
- Increased and unexplained absenteeism
- Poor time-keeping
- Threat to job security and prospects

The Legal Framework

- Duty of Care under the Health & Safety at Work (NI) Order 1978
- The Management of Health & Safety at Work Regulations (NI) 1992

What should a Workplace Policy cover?

- A policy statement that has clear aims and states the organisation's commitment to treat domestic violence seriously
- A clear definition of domestic violence

What should a Workplace Policy cover?

- An acknowledgement that the majority of victims are women but that men are also affected as are women and men in same-sex relationships
- A clear statement that the organisation is committed to the principle that domestic violence and abuse is unacceptable behaviour and that everyone has a right to live free from fear and abuse

What should a Workplace Policy cover?

- A statement that, where domestic violence occurs or has the potential to occur in the workplace, the paramount consideration of the employer is to ensure the health and well-being of employees and to ensure that, where appropriate, perpetrators of abuse are challenged and held to account to reduce the potential for re-offending

What should a Workplace Policy cover?

- Details of the first point of contact for employees who need to discuss issues around domestic violence
- A commitment to early intervention by identifying ways of creating a supportive environment and to creating confidential mechanisms for employees experiencing domestic violence to seek help and information in order to empower them to make their own decisions

What should a Workplace Policy cover?

- A commitment to offering ongoing support to employees experiencing domestic violence including time off
- A commitment to training and educating on domestic violence issues

What should a Workplace Policy cover?

- Provision of resources within the workplace, such as posters, leaflets etc to raise awareness about the domestic violence helpline and other support services and
- Mechanisms for monitoring and reviewing the policy's effectiveness and for regularly updating information on help available and how to contact support services

Key Reasons for having a Workplace Policy

- Recruitment and retention
- Staff morale and productivity
- Disciplinary action
- Public image and reputation

Ways to Help

- Allowing flexible or more flexible working or special leave
- Offer financial support by way of an advance in pay
- Provide access to appropriate, confidential, independent professional counselling
- Allow the individual to change work patterns or workload

Ways to Help

- Facilitating a transfer to another post or relocation, for safety reasons, where this would be appropriate and supportive of the employee
- Awareness training for all staff so that they understand why there is a need for a workplace policy and know how to behave and help in the situation

Ways to Help

- Diverting telephone calls
- Diverting emails to a separate folder
- With consent advising colleagues of the situation on a need-to-know basis and agreeing what the response should be if the abuser/alleged abuser contacts the office

Belfast Health & Social Care Trust Domestic Abuse Support Service

**Orla Barron
Health & Social Inequalities Manager
January 2013**



Belfast Health and
Social Care Trust

Domestic Abuse
Confidential Support for all Trust Staff

Background

- Biggest employer in Northern Ireland
- 78% female/22% male
- Delivery of best health and social care services to Belfast population of some 340,000 people + regional services
- Corporate purpose: to improve health and well-being and reduce health inequalities



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Social Care Trust

Domestic Abuse
Confidential Support for all Trust Staff

Why a workplace policy on domestic abuse?

- Duty of care
- Moral /Ethical reasons
- Human Right – fundamental right to be free from abuse
- Business case – it is a workplace issue – impact on performance, health and social well-being, motivation, concentration, absenteeism etc



How common is domestic violence in the workplace?

- Not uncommon for abuser to seek out abuse partner at work –risk for victim & colleagues
- Approx. 18,700 violent workplace events committed by partner
- 74% employed battered women are harassed by their partners at work, either in person or over the phone



Lets take a moment to think....

- Perpetrator comes home – not happy – terror sets in, tension building, verbal abuse, physical abuse, sexual abuse...little or no sleep...
- Next day, get kids up ...upset and concerned, have to keep them quiet for fear of waking perpetrator (**75% of mothers said kids had witnessed domestic violence, 33% had seen their mothers beaten, 10% had witnessed sexual violence**)
Get them to school – no bus fare/petrol money
- Into work – arrives late, not able to concentrate, not performing, mistake mademanager calls you in ... Verbal warning
- Abusive texts start, silent phone calls, team members vexed that you are not sharing workload- tension building in office
- Nearly time to go home – what lies ahead???....

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Daily beatings for all the family. Kids dragged out of bed to be beaten. Mandy lost unborn baby when he strangled her. Jahmene tried to kill himself. Daniel stopped him. 3 years later Daniel killed himself. In a heartbreaking suicide note he told his little brother to never stop singing. Mother had heart attack. Eustace ripped drip from her and dragged her home from hospital to make dinner. Promotion – medieval torture – blow torch and sliced with knives



Journey so far

- February 08 – workplace policy and plan of action with Trade Unionside
- Based on original good practice example of SEBT Legacy Trust and Unison
- Working in partnership with Trade Unionside
- Executive Team + TJNF ratified approach in April 08



Belfast Health and
Social Care Trust

Domestic Abuse
Confidential Support for all Trust Staff

Support Worker

- Trawled for expressions of interest for voluntary role of support worker
- Recognised importance of diversity of officer –gender, age, sexual orientation, location, professional background, level
- 30 support workers shortlisted with managerial approval
- 2 day intensive training –Women's Aid, MAP, Rainbow Project, PSNI, DVU at DHSSPSNI, Staffcare and Social Work



Role

- Not to “rescue”
- To listen, to inform of options, to signpost, to offer practical and emotional support
- Practical examples – time off for appointments, court dates, salary advance, act as intermediary, change location, contact number, hours of work, liaise with manager



Awareness

- Raise awareness of domestic abuse, impact on workplace, support service for staff
- Official launch in December 08 – attended by Chief Executive and Chair
- Newspaper articles, information on intranet, payslips, posters
- Lunchtime awareness sessions
- Targeted training – Occupational Health, Managers, Staff

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Continuous Journey

- Pilot & evaluation completed – Occupational Health, refresher training
- Regular review meetings with DASOs
- Share best practice – mutual learning
- “Domestic Violence happens to “**regular**” people”
- An evolving and challenging piece of work, but worthwhile



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2013....

- Continue to market service
- Create awareness – calendar, website, payslip
- Trawling for new support officers
- Refresher training
- Scope other options e.g. textphone facility
- Learn from best practice and new initiatives



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