

# WORKING TO SUPPORT THOSE AFFECTED BY DOMESTIC ABUSE – OUR PLEDGE TO YOU.

is a responsible employer who cares about the impact of domestic abuse on our employees and those who work with us.

Domestic abuse is any kind of threatening behaviour, violence, or abuse between people who are/have been intimate partners or family members.

Anyone can suffer domestic abuse and it can be difficult to ask for help if you have to disclose information about your personal life at work.

Our pledge to you:

- 1** We will foster an environment where you feel comfortable “being yourself” to talk openly and feel able to open up.
- 2** To be gender aware, mindful that men, women, and transgender individuals have different needs; our response will be appropriate to your need. To be inclusive of LGBT+ individuals, people with disabilities and ethnic minorities who are subject to disproportionate rates of abuse.
- 3** We will support employees, and those who work with us, who are experiencing domestic abuse to be able to access support confidentially.
- 4** We will take all reasonable measures to help those experiencing domestic abuse, and we will not disadvantage you within the terms and conditions of your employment.
- 5** Where flexible or agile working puts you at higher risk of abuse from the person who is causing you harm, we will help adjust how you work, where you work and what would help you in that situation.
- 6** Domestic abuse awareness training will be available to all staff and we will ensure that all managers with line management responsibility have completed the training.
- 7** We will not tolerate any form of abuse and we will encourage anyone affected, whether as an individual causing harm or being abused, to seek support.
- 8** We will appoint workplace domestic abuse champion(s) to provide support and information and facilitate access to specialist support services.
- 9** We will have a Domestic Abuse Policy in place, which is renewed regularly and is fully accessible to all staff.
- 10** We will raise awareness and challenge stigma about domestic abuse in the workplace, for example by providing information, running campaigns and offering domestic awareness training.

Free Domestic abuse policy, Employers Initiative on Domestic abuse. [www.eida.org.uk/resources](http://www.eida.org.uk/resources)

Bedfordshire Domestic Abuse website: [www.bedsdv.org.uk](http://www.bedsdv.org.uk)

Milton Keynes Domestic Abuse website: [www.milton-keynes.gov.uk/adult-social-care/safeguarding-adults-and-children/domestic-abuse](http://www.milton-keynes.gov.uk/adult-social-care/safeguarding-adults-and-children/domestic-abuse)

National Domestic Abuse Helpline: 0808 2000 247

Mankind Initiative: 01823 334244

GALOP LGBTQ+ Domestic Abuse helpline: 0800 999 5428

**Signed:**

**Job role of senior person signing pledge:**



Working together to improve the health and wellbeing of our communities

Workplace health and wellbeing  
[www.milton-keynes.gov.uk/health-and-wellbeing](http://www.milton-keynes.gov.uk/health-and-wellbeing)

