**Appendix 1 - Definitions**

The University has adopted the [Domestic Abuse Bill 2019-21](https://services.parliament.uk/bills/2019-21/domesticabuse.html) definitions:

Domestic abuse: any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexual orientation. The abuse can encompass, but is not limited to: psychological leading to mental illness, physical, sexual, economic and emotional forms of abuse which can lead to alcohol and drug addiction and social isolation.

Controlling behaviour: 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.

Coercive behaviour: 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.

Stalking: repeated, unwanted contact from one person to another which causes the victim to feel distressed or fearful. It differs from harassment in that a perpetrator of stalking will have an obsession with or fixation on the individual(s) they are targeting. Stalking is a criminal offence under the [Protection of Freedoms Act](https://www.legislation.gov.uk/ukpga/2012/9/contents/enacted) (2012).

N.B. It does not matter whether the behaviour consists of a single incident or a course of conduct.

The term ‘perpetrator’ is used in relation to those who perpetrate (or are alleged to) any acts of domestic abuse, sexual violence and/or stalking as defined in the above definitions.

The terms ‘victim’ is used to refer to those who have experienced, or who are experiencing domestic violence

**Appendix 2 – External Support Organisations and Agencies**

**Useful Contact numbers**

**The Police**

* www.dyfed-powys.police.uk - Call 101 or 999 in an emergency.
* [Clare’s Law – Domestic Abuse Disclosure Scheme](https://www.nationaldahelpline.org.uk/)

The scheme that gives people the ability to find out if their partner, or potential partner, has a history of abuse or violence. It also allows others with concerns (e.g. family members, friends, neighbours) to make an application if they have concerns about the welfare of another person.

You can: Call 101, Speak to a police officer or visit a police station. To find out more about how the scheme works, click on the links below:-

I’m worried my partner might have been abusive in the past

<https://www.dyfed-powys.police.uk/media/1235/dppclaireslawvictimen_0.pdf>

I’m concerned about someone I know

<https://www.dyfed-powys.police.uk/media/1234/dppclaireslawthirdpartyen_0.pdf>

**Template Safety Plans can be found at:-**

* <https://lrsb.org.uk/uploads/making-a-safety-plan.pdf>
* <http://www.endthefear.co.uk/wp-content/uploads/2010/06/Your-Domestic-Violence-Safety-Plan.pdf?563068>

**Domestic Abuse Support Services**

**General**

* **West Wales Domestic Abuse Service – (24 Hour emergency helpline)**

**North Ceredigion 01970 625585 or for South Ceredigion 01239 615385**

**Website:** [**westwalesdas.org.uk**](https://westwalesdas.org.uk/)

**Email:** [**info@westwalesdas.org.uk**](mailto:info@westwalesdas.org.uk)

* [**The Wales Domestic Abuse Line**](https://www.cais.co.uk/directory/all-wales-domestic-abuse-and-sexual-violence-helpline/) **- 0808 8010 800**

**National free support and information service for people in Wales who are experiencing or who have experienced abuse at the hands of someone close to them.**

* [**Ceredigion Domestic Abuse Forum**](https://www.ceredigion.gov.uk/resident/social-care-wellbeing/feeling-safe/domestic-abuse/) **- 01545 571408**

**The Ceredigion Domestic Abuse Forum is a group of people who work for different statutory and voluntary agencies in Ceredigion that work with adult and child victims and perpetrators of domestic abuse.**

* [**Calan DVS Radnor**](http://www.calandvs.org.uk) **– a service covering Mid Wales - 24 Hour helpline: 01597 824655**

**One of the largest domestic abuse charities in Wales**

**Website:** [**www.calandvs.org.uk**](http://www.calandvs.org.uk)

* **‘This is not Love. This is Control’ – campaign to help people in controlling relationships.**

[**https://gov.wales/not-love-control-new-campaign-launched-help-people-controlling-relationships**](https://gov.wales/not-love-control-new-campaign-launched-help-people-controlling-relationships)

* Ask for ANI – a Government code word scheme for domestic abuse victims to seek immediately support from their pharmacy.
* <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/939618/Understanding_domestic_abuse_for_the_Ask_for_ANI_codeword_scheme.pdf>

**There are also a number of third sector organisations in Wales that support survivors of domestic abuse and or sexual violence e.g...**

* **The Dewis website is a search engine of resources and services available across Wales.** [**https://www.dewis.wales/**](https://www.dewis.wales/)

**Specifically for Women**

* [**www.rightsofwomen.org.uk**](http://www.rightsofwomen.org.uk) **- Provides women with free, confidential legal advice by specialist women solicitors and barristers;**
* [**National Domestic Violence Helpline**](https://www.nationaldahelpline.org.uk/) **0808 2000 247**

**Free, confidential helpline run by Women's Aid and Refuge for anyone experiencing domestic abuse and it is available 24 hours a day, seven days a week.**

* [**Women's Aid (Wales):**](https://www.welshwomensaid.org.uk/)  **0808 80 10 800**

**Provides a range of information and support on domestic abuse, including support for people experiencing domestic abuse and people who are concerned that others may be.**

**Website (Wales): www.welshwomensaid.org.uk**

**•** [**Live Fear Free Helpline**](https://gov.wales/live-fear-free) **– 0800 8010 800**

**Providing help and advice about violence against women, domestic abuse and sexual violence**

* **Refuge www.refuge.org.uk – 0808 2000 247**

**Provides specialist accommodation and services to women and children escaping domestic abuse**

**Specifically for Men**

* [**The Dyn Project**](https://www.dynwales.org/) **– 0808 801 0321**

**The Dyn Project provides freephone support and safety planning for men who are experiencing domestic abuse**

* [**Men’s Advice Line**](http://www.mensadviceline.org.uk) **- 0808 801 0327**

**The Men’s Advice Line helpline provides a range of services aimed primarily at men experiencing domestic abuse from their partner.**

[**www.mensadviceline.org.uk**](http://www.mensadviceline.org.uk)

* [**Respect - Helpline for men experiencing domestic abuse:**](http://respect.uk.net/) **0808 801 0327**

**UK membership organisation for work with domestic violence perpetrators, male victims of domestic violence and young people's violence in close relationships.**

**Website:** [**http://respect.uk.net/**](http://respect.uk.net/)

* [**Respect - Helpline for people concerned about their behaviour**](http://respect.uk.net/)**: 0808 802 4040**

**Provides practical information and advice on domestic abuse for perpetrators, the abused, health and social care professionals, and family and friends;**

**Website:** [**http://respect.uk.net/**](http://respect.uk.net/)

**Specifically for the LGBT community**

* **Galop – formerly,** [**Broken Rainbow**](https://www.escis.org.uk/community-and-living/broken-rainbow-national-helpline/) **- 0300 999 5428**

**Support for lesbian, gay, bisexual and transgender people experiencing domestic violence**

* [**National LGBT+ Domestic Abuse Helpline**](http://www.galop.org.uk/domesticabuse/) **– 0800 999 5428**

**Email –** [**help@galop.org.uk**](mailto:help@galop.org.uk)

**Specifically for Children**

* [**Children’s Information Service**](http://www.fis.wales/fis/W06000008) **- 01545 574 187**

**Provides information about childcare and children’s services in your area.**

* [**Parent Line Plus**](https://www.familylives.org.uk/) **- 0808 800 2222**

**UK wide help line for anyone caring for children and young people**

* [**NSPCC - National helpline**](https://www.nspcc.org.uk/keeping-children-safe/our-services/nspcc-helpline/) **0808 800 5000 Wales 02920 267000** [**www.nspcc.org.uk**](http://www.nspcc.org.uk)

**Offers advice and support on how to keep children safe from abuse**

* [**Childline**](https://www.childline.org.uk/) **- 0800 1111**

**ChildLine is the free helpline for children and young people in the UK. Children and young people can call us to talk about any problem.**

* [**Reunite**](https://www.reunite.org/) **- 01162 556 234 (Advice line)**

**A charity which specialises in international parental child abduction. Providing advice, information and support to parents, family members and guardians who have had a child abducted or who fear child abduction.**

**Sexual Violence Support Services**

* [**Mid Wales Rape Support Centre**](https://www.dewis.wales/ResourceDirectory/ViewResource.aspx?id=24868) **01970 610124**

**Website: midwalesrsc.org.uk**

* [**Rape and Sexual Abuse National Helpline**](https://rapecrisis.org.uk/) **0808 802 9999**

**Honour Based Violence**

* [**https://karmanirvana.org.uk/**](https://karmanirvana.org.uk/) **- Supports victims of honor-based abuse or forced marriage.**

**Provides a range of education to understand and tackle honor-based abuse through accredited training programmes, seminars, conferences and workshops**

**National Helpline 0800 5999247**

**Stalking**

* [**National Stalking Helpline**](https://www.suzylamplugh.org/pages/category/national-stalking-helpline) **08088020300**
* [**Suzy Lamplugh Trust**](https://www.suzylamplugh.org/) **-** <https://www.suzylamplugh.org/>

**Campaigns to ensure better protection and safety for victims of stalking and lone workers.**

**For those on a Visa**

**•** <https://www.gov.uk/government/publications/victims-of-domestic-violence>

**Guidance is available on the UKVI website for staff on a dependent’s visa who have experienced or are experiencing domestic abuse**

**Recent Campaigns**

* [#You are not alone](https://www.gov.uk/government/news/home-secretary-announces-support-for-domestic-abuse-victims) - social media campaign launched by the Home Secretary on 11 April 2020 to highlight that help and support services are still available for those at risk.
* [#Listening from home](file:///\\hr.disk.aber.ac.uk\shared\Policies%20and%20Procedures%20-%20CURRENT\Domestic%20Abuse\-%20https:\uksaysnomore.org\listening-from-home\) - a new campaign to encourage family members, friends’ colleagues and neighbours to be aware of and report signs of domestic abuse whilst the UK is in lockdown.
* [Mobile app available](https://www.hestia.org/Blog/hestia-launches-bright-sky-app-to-support-those-affected-by-domestic-abuse) for download - <https://www.hestia.org/brightsky> - enables users to locate their nearest support services by searching their area, postcode or current location

**IN AN EMERGENCY ALWAYS RING 999**

**Appendix 3 – Legal context and other relevant regulatory guidance**

According to the [Crime Survey for England and Wales (CSEW) in 2018](https://www.ons.gov.uk/releases/crimeinenglandandwalesyearendingmarch2018), 7.9% of women and 4.2% of men experienced domestic abuse in the previous year. These figures are consistent with those reported in 2017.

It is therefore reasonable to assume that a proportion of our workforce will encounter domestic abuse as a victim or perpetrator during their employment with the University.

It is therefore important for all employees to understand the legal context in which we operate.

**Legislation**

* [Health & Safety at Work Act 1974](https://www.hse.gov.uk/legislation/hswa.htm)
* [The Management of Health and Safety at Work Regulations (1992)](https://www.legislation.gov.uk/uksi/1992/2051/contents/made)
* [The Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/15/contents)
* [The Public Sector Equality Duty (PSED) in Wales (2011)](https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty)
* [The Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015](https://gov.wales/violence-against-women-domestic-abuse)
* [General Data Protection Regulation (GDPR) 2018](https://www.gov.uk/data-protection)
* [Social Services and Well-being (Wales) Act 2014:](https://www.legislation.gov.uk/anaw/2014/4/contents) - The Act encourages providers to ensure that they consider the presence of children and vulnerable adults on campus
* [Well-being of Future Generations (Wales) Act 2015:](https://www.legislation.gov.uk/anaw/2015/2/contents/enacted) - Tackling VAWDASV contributes to improving social well-being in Wales, a more equal and healthier Wales and a Wales of cohesive communities. Our approach to tackling VAWDASV is informed by the five ways of working.

**Other key documents**

* [Welsh Government’s National Strategy on Violence Against Women Domestic Abuse and Sexual Violence 2016-21](https://gov.wales/national-strategy-violence-against-women-domestic-abuse-and-sexual-violence-framework-delivery-2016)
* [Welsh Government’s National Strategy on Violence against Women, Domestic Abuse and Sexual Violence: Cross Government Delivery Framework 2018-2021](https://senedd.wales/media/xelpm51c/gen-ld11671-e.pdf)
* [UK Government Guidance – Domestic Abuse: get help during the coronavirus (COVID-19) outbreak](https://www.gov.uk/guidance/domestic-abuse-how-to-get-help)
* [HEFCW’s 2019-20 remit letter](https://www.hefcw.ac.uk/wp-content/uploads/2020/08/W19-34HE-Consultation-on-tackling-violence-against-women-domestic-abuse-and-sexual-violence-in-higher-education-1.pdf) states that: *‘Following the introduction of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 (the Act), I would like the Council to work with Welsh Government officials on the development and issuing of guidance to the sector on how institutions in Wales can contribute to the pursuit of the purpose of the Act.”*
* [The Equality and Human Rights Commission Wales](https://www.equalityhumanrights.com/en/commission-wales) - the Welsh Government regulator of equality and diversity, published [‘Is Wales Fairer’ 2018](https://research.senedd.wales/research-articles/is-wales-fairer-in-2018/). Findings include the challenges to women’s safety and to career progression.
* [The Welsh Government’s Nation of Sanctuary Plan (2019)](https://gov.wales/sites/default/files/publications/2019-03/nation-of-sanctuary-refugee-and-asylum-seeker-plan_0.pdf) recognises that refugees and asylum seekers may require support as survivors of VAWDASV.
* [HEFCW Guidance – Tackling violence against women, domestic abuse and sexual violence in HE](https://www.hefcw.ac.uk/en/publications/circulars/w20-39he-tackling-violence-against-women-domestic-abuse-and-sexual-violence-in-he/)
* [Universities UK – Beginning the Conversation - Responding to domestic violence and abuse in Higher Education communities during Covid-19 pandemic](https://www.universitiesuk.ac.uk/covid19/Documents/uuk-briefing-domestic-abuse-covid.pdf)

**Appendix 4 - Advice for Managers – 10 practical steps**

The Equality and Human Rights Commission and the Chartered Institute of Personnel and Development have jointly developed a list of [ten actions](https://www.equalityhumanrights.com/en/file/16691/download?token=Akso3IL2) to help manage domestic abuse in the workplace. The actions highlight how managers can recognise the problem, respond to it, provide support and refer onwards to appropriate support agencies.

**Recognise the problem**

1. Look for sudden changes in behaviour and/or changes in the quality of work performance for unexplained reasons despite a previously strong record.
2. Look for changes in the way an employee dresses, for example excessive clothing on hot days, changes in the amount of make-up worn.

**Respond**

1. Believe an employee if they disclose experiencing domestic abuse – do not ask for proof.
2. Reassure the employee that the University has an understanding of how domestic abuse may affect their work performance and the support that can be offered.

**Provide support**, this may include:-

1. Diverting phone calls and email messages for a period of time, changing phone numbers if an employee is receiving harassing calls.
2. Agreeing with the employee what to tell colleagues and how they should respond if their ex/partner telephones or visits the workplace.
3. Ensuring the employee does not work alone or in an isolated area and check that the employee has arrangements for getting safely to and from home/work.
4. Keeping a record of any incidents of abuse in the workplace, including persistent telephone calls, emails or visits to the workplace.
5. Organise for domestic abuse helpline posters to go on the back of toilet doors.

**Refer to the appropriate help**

1. Having a list of the support services offered in your area that is easily accessible and refer employees to appropriate organisations that deal with domestic abuse.

A list of local and national support agencies are listed at [Appendix 2](#App2) and [5.](#App5)

**Appendix 5 – Bystander Intervention Training**

The University has worked with Welsh Women’s Aid to provide bystander intervention training for a number of our staff working directly with students in a pastoral or academic role, or in a staff management role. The learning objectives of the course are outlined below:-

**Learning Objectives:**

* Understand the concept of Bystander Intervention;
* Be better able to recognise violence and abuse;
* Develop skills and confidence to intervene safely when witnessing inappropriate behaviour;
* Understand more about what support is available for survivors of abuse and violence.

The following staff completed the bystander intervention training in 2020 and can be contacted during office hours for confidential support and signposting.-

|  |  |  |  |
| --- | --- | --- | --- |
| **Academic Staff** | | | |
| Megan Talbot | Associate Lecturer | [met32@aber.ac.uk](mailto:met32@aber.ac.uk) | Department of Law and Criminology |
| Laura Stephenson | Lecturer | [las39@aber.ac.uk](mailto:las39@aber.ac.uk) | Department of Theatre, Film and Television Studies |
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| Heather McCreadie | Lecturer | [hem18@aber.ac.uk](mailto:hem18@aber.ac.uk) | Physics |
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