

UPDATED MARCH 2019
REVIEW MARCH 2022

ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL

DOMESTIC ABUSE PROCEDURE

Policy Statement

Hartlepool Borough Council has a responsibility to provide all workers and employees with a safe and effective working environment. For some staff, the workplace is a safe haven and the only place that offers routes to safety. Hartlepool Borough Council acknowledges that domestic abuse is a significant problem which has a devastating impact on victims and their families. This procedure represents a commitment to take all reasonable steps possible to combat the reality and impact of domestic abuse on those being abused.

1. Scope & Purpose

- 1.1 This procedure ensures that both victims and perpetrators of domestic abuse are aware of the support that is available within the organisation. It also provides guidance to line managers when supporting staff who are affected by domestic abuse.
- 1.2 It is important to note however, that domestic abuse is not condoned under any circumstances and all staff must adhere to the standards of the HBC Code of Conduct.
- 1.3 For the purposes of this policy, 'staff' refers to all workers (e.g. Casual Worker Agreement), employees and contractors working on behalf of Hartlepool Borough Council, including schools.

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2. What is Domestic Abuse?

2.1 Domestic abuse is defined by the Home Office as:

“Any incidents 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”.

2.2 This definition includes honour-based abuse, forced marriage and female genital mutilation.

2.3 Domestic abuse happens in all communities regardless of gender, age, disability, gender reassignment, race, religion or belief, sexual orientation, marriage or civil partnership and pregnancy or maternity.

2.4 **Appendix 1** further details the types of domestic abuse.

3. Identification of the problem

3.1 It should be noted that there may be incidents which occur in the workplace or specifically affect the work of a member of staff.

Possible signs of domestic abuse include:

- Changes in behaviour including uncharacteristic depression, anxiety, distraction or problems with concentration;
- Changes in the quality of work for no apparent reason;
- Arriving late or leaving early;
- Poor attendance or high presenteeism without an explanation;
- Needing regular time off for appointments;
- Inappropriate or excessive clothing.

3.2 Domestic abuse also affects people close to the victim and this can include work colleagues:

Some effects may include:

- Being followed to or from work;
- Being subject to questioning about the victim's contact details or locations;
- Covering for other workers during absence from work;
- Trying to deal with the abuse and fear for their own safety;
- Being aware of the abuse or not knowing how to help.

3.3 Domestic abuse also impacts upon the employer or workplace.

Some effects may include:

- Negative impact on productivity, performance and morale;
- Staff turnover, as employees may have to leave work or move away to escape abuse.

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- 3.4 Domestic Abuse can have a significant impact on children and young people. Children will react in different ways to being brought up in a home with domestic abuse. Most children, however, will be affected in some way by tension or by witnessing arguments, distressing behaviour or assaults - even if they do not always show this. They may feel that they are to blame, or - like you - they may feel angry, guilty, insecure, alone, frightened, powerless, or confused. They may have ambivalent feelings, both towards the abuser, and towards the non-abuser. It is important the safeguarding of children and young people within these situations is paramount.

4. The role of workers and employees

- 4.1 Hartlepool Borough Council expects all staff to report their concerns if they suspect a colleague is experiencing or perpetrating abuse. A member of staff should speak to their line manager or a Domestic Abuse Champion (Mrs A Siddell) about their concerns in confidence.
- 4.2 Hartlepool Borough Council expects that if an employee knows that a child or young person is not being safeguarded as a result of domestic abuse they will make their concerns known to the First Contact and Support Hub (01429 284284).
- 4.3 Our trained Domestic Abuse Champions will also be available to provide advice, support and guidance to both members of staff and line managers. You will find details of the Domestic Abuse Champions via the HBC intranet by clicking [here](#). The responsibilities of managers and the Domestic Abuse Champions can be seen in **Appendix 2**.
- 4.4 Staff may also report their concerns, in confidence, to Harbour Outreach or another external support agency for further investigation (see **Appendix 5**)
- 4.5 Alternatively, a confidential reporting line is available through Crimestoppers (0800 555 111). This is a 24 hour hotline that allows anyone to report any concerns around individuals who may be carrying out / involved in criminal activity. The hotline can be used anonymously. Any information provided via this hotline will be presented to the relevant police force who have the legal responsibility to investigate crime, make arrests and charge people in order to bring them to justice. At no point will any information be passed on from Crimestoppers which may identify the caller.
- 4.6 In an emergency situation, the first point of access should always be the Police Force via 999.

5. Confidentiality and right to privacy

- 5.1 Staff who disclose that they are a victim of domestic abuse can be assured that the information they provide is confidential and will not be shared with other colleagues or services without their permission.

- 5.2 There are however, some circumstances in which confidentiality cannot be assured. This may occur when there are concerns regarding children, vulnerable adults or where the organisation is required to protect the safety of their staff. In these circumstances, the member of staff will be informed as to the reasons why confidentiality cannot be maintained. As far as possible, information will only be shared on a need to know basis.

6. Support available for staff

- 6.1 There are a number of ways in which staff experiencing domestic abuse will be supported by Hartlepool Borough Council:

- By the offer of practical support and advice;
- Raising general awareness of the issue and in particular, amongst managers;
- Providing advice and support to line managers;
- Signposting to the appropriate support services, including counselling if appropriate;
- Taking a clear anti-abuse stance against perpetrators.

- 6.2 It is essential staff feel able to disclose this personal information and are encouraged to discuss this with their line manager or a Domestic Abuse Champion. However, if they feel unable to raise this with their line manager, support is available from Human Resources (HR) or via a referral to Occupational Health.

- 6.3 If a member of staff has concerns about children within a potential domestic abuse situation, they can contact the First Contact and Support Hub (01429 284284) for further advice.

7. Support for line managers

- 7.1 Identifying victims of domestic abuse

Domestic abuse is unlikely to be disclosed easily by victims or perpetrators. There are a number of steps that can be taken to address the workplace effects of domestic abuse, including how to recognise the problem, respond, provide support and refer to the appropriate help.

Ten steps to address the effects of domestic abuse can be seen in **Appendix 3**. In many cases, it is about being aware and signposting to organisations that can provide the specialist support required.

Appendix 4 details guidance for how line managers or Domestic Abuse Champions should facilitate a conversation with a member of staff about domestic abuse.

- 7.2 Line managers may consider offering a broad range of support to staff experiencing domestic abuse including:

- Annual leave, flexi-time or lieu time for relevant appointments, including with support agencies, solicitors, to arrange housing or childcare and for court appointments;
- Special leave provision (e.g. compassionate leave or unpaid leave), where the officer or member of staff's annual leave entitlement has been exhausted;
- Temporary or permanent changes to working times and patterns using existing procedures i.e. flexible working;
- Changes to specific duties, for example to avoid potential contact with the perpetrator in a customer facing role;
- Measures to ensure a safe working environment, for example blocking emails / screening telephone calls; alerting reception / security if the perpetrator is known to come to the workplace; and ensuring arrangements are in place for safely travelling to and from work;
- Amended duties or relocation:
- Advise colleagues on a need-to-know basis and agree a response if the perpetrator contacts the workplace
- Provide a photograph of the perpetrator to line management, security staff and reception
- Review the security of personal information held, such as temporary or new address and bank details.

7.3 The right of staff to make their own decision about the course of action at every stage will be respected. It is recognised that a member of staff may need some time to decide what to do and may try different options during this process.

7.4 In the case of employees disclosing domestic abuse, line managers have a responsibility to explore whether children living in the household are being safeguarded. If managers need further advice about the safeguarding of children, they need to contact First Contact and Support Hub (01429 284284).

7.5 If line managers require further advice or assistance before speaking to a member of staff, further support is available from Human Resources (HR).

8. Perpetrators of domestic abuse

8.1 Domestic abuse perpetrated by staff will not be condoned under any circumstances nor will it be treated as a purely private matter. Staff should be aware that domestic abuse is a serious matter which can lead to criminal convictions. Conduct outside of work may lead to disciplinary action being taken against a member of staff; as such conduct may undermine the confidence and trust the organisation has in them. However, Hartlepool Borough Council recognises that it has a role to play in encouraging and supporting perpetrators to address violent and abusive behaviour of all kinds.

8.2 If an employee approaches Hartlepool Borough Council about their abusive behaviour, the Council will provide information about the services and support available to them, and will encourage the perpetrator to seek support and help

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from an appropriate source. Hartlepool Borough Council will treat any allegation, disclosure or conviction of a domestic abuse related offence on a case-by-case basis with the aim of reducing risk and supporting change.

8.3 An individual cautioned or convicted of a criminal offence may be subject to the Disciplinary Policy and Procedure. Hartlepool Borough Council also reserves the right to consider the use of this policy should an employee's activities outside of work have an impact on their ability to perform the role for which they are employed and/or be considered to bring the organisation into disrepute. In some circumstances it may be deemed inappropriate for the individual to continue in his/her current role(s), due to a caution or conviction.

8.4 The Disciplinary Policy and Procedure can be applicable in cases where a member of staff has:

- Behaved in a way that has harmed or threatened their partner;
- Possibly committed a criminal offence against their partner;
- Had an allegation of domestic abuse made against them;
- Presented concerns about their behaviour within an intimate relationship.

8.5 Hartlepool Borough Council will ensure that:

- Allegations will be dealt with fairly and in a way that provides support for the person who is the subject of the allegation or disclosure;
- All staff will receive guidance and support;
- Investigations will be sufficiently independent.

8.6 The accused member of staff will be:

- Treated fairly and honestly; Helped to understand the concerns expressed and processes involved;
- Kept informed of the progress and outcome of any investigation and the implications for any disciplinary process.

9. If the victim and the perpetrator work in the same organisation

9.1 In cases where both the victim and perpetrator of domestic abuse work for Hartlepool Borough Council, appropriate action will be taken.

9.2 In addition to considering any actions against the perpetrator, every effort will be taken to ensure that the victim and perpetrator do not come into contact in the workplace.

9.3 Action may also need to be taken to minimise the potential for the perpetrator to use their position or work resources to find out details of the whereabouts of the victim. This may include a change of duties or withdrawing the perpetrators access to certain computer programs. Further advice can be sought from HR.

10. Further Guidance

For further advice, please see **Appendix 5** for external agencies that can offer help and support. For further guidance in relation to children's safeguarding please contact the Children's Hub (01429 284284).

11. Review

This policy will be reviewed at 3 yearly intervals from the date of implementation.

12. Appendices

Appendix 1 – Types of Domestic Abuse

Controlling Behaviour

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.

Coercive Behaviour

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.

Emotional and Psychological

Emotional and psychological abuse can be either verbal or non-verbal.

This kind of domestic abuse chips away at the confidence and independence of the victim to make them compliant and limit their ability to leave their abuser. Emotional abuse can include verbal abuse such as yelling, name calling, blaming and shaming, isolation, intimidation, threats of violence and controlling behaviour.

Physical

A wide range of different behaviour can come under the heading of physical abuse and can include punching, slapping, hitting, biting, pinching, kicking, pulling hair out, pushing, shoving, burning and strangling.

Sexual

Rape and sexual abuse is common in abusive relationships due to the victim's refusal of consent being ignored. Any situation where someone is forced to take part in unwanted, unsafe or degrading sexual activity is sexual abuse.

Financial

Economic or financial abuse limits the victim's ability to get help.

The abuser controls finances; withholds money or credit cards; makes someone unreasonably account for the money they spend; exploits assets; withholds basic necessities; prevents someone from working or sabotages the victim's job and deliberately runs up debts.

Appendix 2 – Managers and Domestic Abuse Champion Responsibilities

Hartlepool Borough Council will be responsible for 'appointing' staff who will be trained and supported to become Domestic Abuse Champions. Champions will be supported via a Cleveland-wide Champions network; details of this will be covered in the Domestic Abuse Champions Training session.

The role of managers in terms of domestic abuse champions can be seen below:

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Manager responsibilities

- Select committed individual(s) and encourage and support them in their role as Domestic Abuse Champions;
- Ensure the Champion(s) has adequate time away from their normal role for training and other necessary events / meetings etc.
- Support the Champion(s) to be a point of contact within the organisation;
- Commit to enhancing the overall level of knowledge and awareness within the organisation in relation to domestic abuse;
- Work with the Champion(s) to implement and develop the domestic abuse policy and procedure in the organisation.

Champion responsibilities

- Act as a conduit for information between their organisation and the Champion Network;
- Attend a 1 day domestic abuse training session and other relevant events / meetings as necessary;
- Be a point of contact in their organisation for information relating to domestic abuse;
- Raise awareness and enhance the overall knowledge of domestic abuse within their organisation
- Ensure up to date and accessible information is available in relation to support services for victims;
- Ensure leaflets and posters are displayed and available within their organisation
- Contribute to the continued development and effectiveness of the Champions network.

Appendix 3 – Ten steps to address the effects of domestic abuse

There are a number of steps that line managers/ Domestic Abuse Champions can take to address the effects of domestic abuse. In many cases, it is about being aware and signposting to the organisations that provide specialist support. Below are ten steps that can be taken:

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 the member of staff dresses, for example excessive clothing on hot days, changes in the amount of make-up worn.

Respond

3. Trust a member of staff if they disclose experiencing domestic abuse – do not ask for proof.

4. Reassure the member of staff that the organisation has an understanding of how domestic abuse may affect their work performance and the support that can be offered.

Provide Support

5. Divert phone calls and email messages and look to change a phone extension if a member of staff is receiving harassing calls.

6. Agree with the member of staff what to tell colleagues and how they should respond if the perpetrator telephones or visits the workplace.

7. Ensure the member of staff does not work alone or in an isolated area and check that they have arrangements for getting safely to and from work.

8. Keep a record of any incidents of abuse in the workplace, including persistent telephone calls, emails or visits to the workplace.

9. Provide access to supportive literature i.e. leaflets and posters. Ensure these are placed in discrete locations e.g. putting up posters on the backs of toilet doors.

Refer to the appropriate help

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

Appendix 4 – Asking difficult questions – guidance for managers and Domestic Abuse Champions

If you suspect that a member of staff is experiencing domestic abuse, you should facilitate a conversation to discuss this and identify / implement appropriate support. Shying away from the subject can perpetuate fear of stigma and increase feelings of anxiety. Often staff will not feel confident in speaking up, so making the first move to begin a conversation can be key.

You should ask the member of staff indirect questions, to help establish a relationship and develop empathy. Below are some examples of questions that could be used:

- How are you doing at the moment? Are there any issues you would like to discuss with me?
- I have noticed recently that you are not yourself. Is anything the matter?
- Are there any problems or reasons that may be contributing to your frequent sickness absence / under-performance at work?
- Is everything alright at home?
- What support do you think might help? What would you like to happen? How?

Avoid victim blaming. It is important that you are able to provide a non-judgemental and supportive environment. Respecting boundaries and privacy is essential. Even if you disagree with the decisions being made regarding a member of staff's relationship, it is important to understand that a victim of domestic abuse may make

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a number of attempts to leave their partner before they are finally able to do so. Your role is not to deal with the abuse itself but to make it clear that members of staff will be supported and outline what help is available.

Appendix 5 – Domestic abuse – external contacts and support agencies

Further information on the support services available in Cleveland can be found on the Victim Services Directory by accessing www.cvsd.co.uk.

There are many local support groups in the North East that can offer further advice and practical guidance on domestic abuse:

Durham only

Harbour Support Services 03000 20 25 25 www.myharbour.org.uk

This service provides support for adults and children witnessing or experiencing domestic abuse. Harbour Support Services are the countywide domestic abuse specialist support service. They provide a range of services including: one-to-one support, group programmes and informal drop in sessions, refuges and also a children and young people's service to help children deal with the effects of witnessing or experiencing abuse.

Darlington only

Sanctuary Supported Living 01325 283226 www.sanctuary-housing.co.uk

The service provides support to clients who have/are experiencing domestic abuse. We offer a structured package of support tailored to the needs of the individual client. This includes: housing issues; support to obtain legal advice/orders; financial advice/benefits; support through the court process; sign posting; drop in facility; emotional support; awareness around domestic abuse and confidence building. We also have a children's worker within the service to provide support to children who have witnessed domestic abuse.

Darlington Refuge 01325 364486 www.darlingtonrefuge.org.uk

This service provides a holistic package of support including refuge accommodation for single women and women with children, a confidential help-line for all genders, advocacy, options, information and signposting.

Darlington and Durham

The Meadows, Sexual Assault Referral Centre 0191 3018554

www.themeadowsdurham.org.uk

This service provides confidential support for victims of sexual assault, Monday to Friday, between 9am and 3.30 pm - an answer machine is available to leave a message outside these hours. The Meadows Sexual Assault Referral Centre aims to provide a sensitive and comprehensive service to residents of County Durham and Darlington who have experienced rape or sexual assault.

The Rape and Sexual Abuse Counselling Centre 01325 369933

This service provides free and confidential specialist counselling and listening support to women and girls (over the age of 13) who have been raped and/or sexually abused as well as those who have or are experiencing domestic abuse. Services provided, include: face-to-face counselling listening support; telephone support-line available four evenings a week; support for non-abusing partners or

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relatives; information and signposting to other agencies; the Freedom Programme and external training.

Gateshead

Domestic Abuse Support Service 0191 433 2622

This service provides practical and emotional support to victims of domestic abuse to enable them to live independently. This service offers support to any victim over the age of 16.

Gateshead Women's Refuge 0191 477 9309

This service provides emergency housing and support for women and children who are fleeing domestic abuse.

Safer Families 0191 4335600

This service is a domestic abuse intervention service, which seeks to increase the safety of victims of domestic abuse.

Tyneside Women's Health 0191 477 7898

Tyneside Women's Health facilitates a range of support groups for women affected by domestic abuse.

Victim Support 0191 477 8395

This service provides a free and confidential service, offering emotional, practical and non-financial support to those who are suffering or have survived domestic abuse.

Newcastle Angelou Centre 0191 2260394

The Angelou Centre offers 'women only', community-based provision to advance economic and social independence for women, who are excluded due to disadvantages of race, gender and age.

Panah Refuge 0191 284 6998

The service provides emergency housing and support for BME women and children who are fleeing domestic abuse. They aim to provide safe, temporary accommodation and support, and enable service users to make informed choices and decisions regarding their future.

Tyneside Women's Health 0191 477 7898

Tyneside Women's Health facilitates a range of support groups for women affected by domestic abuse.

Victim Support – Northumbria 0845 277 0977 or 0191 281 0491

This charity provides free and confidential help to victims of crime, witnesses, their family, friends and anyone else affected across England and Wales.

Women's Aid 0191 265 2148

Provide help, advice, secure accommodation and an outreach service for women and children.

Northumberland
Cease24 01665 606881

A domestic abuse project which provides a service to women and men affected by domestic abuse and abuse. The project offers support to clients at high or medium risk, and is open to anyone regardless of gender or sexuality. The services provided include practical and emotional outreach support and an IDVA (independent domestic abuse advocate) service. In North Northumberland they have a specialist children's worker who works with children and young people between the ages of 4 and 18 years.

Sixty Eighty Thirty 01434 806030

Sixty Eighty Thirty offers practical and emotional support to women and their children in Northumberland who have experienced domestic abuse at any time in their lives, regardless of sexual orientation, religion, culture or gender assigned at birth.

North Tyneside Acorns Domestic Abuse Outreach Service 07552 164 256

Outreach, support, structured women's groups, advice and information.

Acorns 0191 2006302

Counselling, support and advice for children and young people affected by domestic abuse.

North Tyneside Harbour Outreach Service 0191 251 3305

Support and advice for women and men in the community who are experiencing or have experienced domestic abuse.

North Tyneside Harbour Tel: 0191 251 3305 (24 hours) Accommodation and support for women and children.

South Tyneside Family Support Service 0191 424 4737

Provides counselling and therapy to both victims and perpetrators of domestic abuse who have a learning disability.

Gateshead and South Tyneside Victim Support 0191 477 8395

Confidential help and support to victims, their friends and families and witnesses of domestic abuse/other crimes.

Options 0191 567 8282

The IDVA (Independent Domestic Abuse Advocate) service within Options works with 18-year-olds and over in South Tyneside. Options work with females only while IDVA works with both males and females around domestic abuse, whether its partner or family. Options run the Freedom Programme and the IDVA service work to reduce the risk by supporting with housing, injunctions, court and refuge status.

Places for People in Partnership with South Tyneside Women's Refuge 0191 454 8257

Offers help and support, as well as providing safe, temporary and emergency accommodation to women, with or without children, suffering from domestic abuse.

Rape Crisis Tyneside and Northumberland Evening Helpline

0800 0352794 or 0191 232 9858

Tyneside Rape Crisis Centre is an organisation run by women for women which aims to provide information, support and counselling for women aged 16 and over who have been raped or sexually abused.

Safeguarding Adults Unit 0845 130 4959 / 0191 456 2093 (out of hours) This service provides advice to anyone who has concerns for someone (aged 18 or over) who may be suffering domestic abuse.

South Tyneside Domestic Abuse Perpetrators Programme (STDAPP)

0191 4545335

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Support for men wanting to change their aggressive behaviour.

South Tyneside IDVA Service (Independent Domestic Abuse Advisers)

0191 456 7577 or mobile: 0754 520 8670 / 0754 520 8671

Provides crisis intervention, support, advice and information to high risk victims of domestic abuse.

Sunderland

Wearside Women in Need 0800 066 5555 or 0191 4161506 Wearside

Women in Need provides help, advice, support and refuge accommodation to victims of domestic abuse.

Angelou Centre 0191 2260394

The Angelou Centre offers 'women only', community-based provision to advance economic and social independence for women, who are excluded due to disadvantages of race, gender and age.

Panah Refuge 0191 284 6998

This service provides emergency housing and support for BME women and children who are fleeing domestic abuse. They aim to provide safe, temporary accommodation and support, and enable service users to make informed choices and decisions regarding their future.

Teesside Sexual Assault Referral Centre (SARC) – (01642) 516888

The SARC for Teesside is located at North Ormesby Health Village, Middlesbrough but covers the whole of Teesside. The SARC provides 24 hour crisis intervention and support 365 days a year with dedicated specially trained staff who are able to explain and discuss your options with you. **You do not need to report to the Police to access SARC Services.** **Arch North East** – (01642) 822331

Arch North East are a specialist provider of free, confidential sexual violence services across Teesside, offering support to men and women aged 14 years and over who have suffered rape or sexual abuse at any time in their lives.

Eva Womens Aid – (01642) 490677

EVA supports women (and their families) who are, or have been, victims of domestic/sexual abuse and violence. We are the only agency in the area providing 'wrap-around' specialist domestic and sexual violence services.

Foundation – 0300 4562214

Foundation work throughout Redcar and Cleveland offering support and advice relating to Domestic and Sexual violence, which can be physical, emotional, sexual, financial or psychological.

Halo Project – (01642) 683045

Halo Charity provides support to anyone suffering honour based violence and anyone at risk of forced marriage.

Harbour Support Services – (03000) 202525

Harbour Support Services offer a range of different services to assist those affected by domestic abuse.

Hart Gables – (01429) 236790

Hart Gables aims to provide support and inclusion to lesbian, gay, bisexual and/or transgender individuals of all ages and the wider community in the Teesside area. Hart Gables ethos is to create positive social change and equality for all people, whilst creating a safe, confidential space for all our service users to come along to, free from discrimination and prejudice.

Men's Advice – 0808 8010327

Men's Advice is a confidential helpline for male victims of domestic violence (in heterosexual or same-sex relationships). **My Sisters Place** – (01642) 241864

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My Sister's Place' is a specialist domestic violence service based in central Middlesbrough. We provide support services to women over 16 years of age who are or have suffered domestic abuse.

National Centre for Domestic Violence – 0844 8044 999

The National Centre for Domestic Violence give legal advice and offers protection to victims by obtaining emergency injunctions regardless of race, gender, sexual orientation or financial situation. Our aim is to provide instant and effective protection against domestic violence and give advice to anyone who seeks it.

Respect – 0808 802 4040

Respect is a confidential helpline for domestic violence perpetrators (male or female) wishing to address their violence and abuse.

Tees Valley Women's Centre – (01642) 296166

Tees Valley women's Centre is the only "women only" space in the Tees Valley Area, providing a holistic approach to all women's issues. Any woman attending the centre can be assured of a no labelling, non judgemental approach with support from start to finish.

Further information on the support services available can be found on the Cleveland Victim Services Directory by accessing www.cvsd.co.uk

