

Three Counties Academy Trust



Staff Domestic Abuse Policy

#HR28

Last amended 10th July 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 9th July 2029.

Statement of intent

Three Counties Academy Trust (TCAT) wants to ensure that all staff members are able to recognise the signs of domestic abuse and know how they can get support.

This policy outlines TCAT's stance on domestic abuse and how any staff member who discloses being a victim of domestic abuse will be supported by TCAT. The aim of this policy is to raise awareness of domestic abuse among staff members and how they can recognise indicators that a colleague may be a victim of domestic abuse.

The policy also outlines what measures will be put in place should a staff member be an alleged perpetrator of domestic abuse.

To that effect, this policy has restricted access, HR28 Staff Domestic Abuse Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.