

Domestic Abuse Workplace Policy

An estimated

1.9 million adults

aged **16 to 59**
experienced **domestic abuse** in the last year¹

Abuse is not just about **physical violence** – it can also be **emotional, sexual and economic**⁴



Two women are killed each week by a current or former partner¹

86% of HR leads agree that employers have a **duty of care to provide support** to employees on the issue of domestic abuse³

1 in 4 women
and **1 in 6 men**
suffer from domestic abuse in their lifetime¹

There was an average of **less than one disclosure**

to employers* over the previous 12 months, which suggests **not enough employees feel supported** to raise the problem³

Only **5%** of organisations have a **specific policy or guidelines** on the issue³



62% of children exposed to domestic abuse are directly harmed⁶

The cost of domestic abuse to business is estimated at

£1.9 billion a year

due to decreased productivity, time off work, lost wages and sick pay⁷



Domestic abuse takes place at all levels of society, regardless of gender, social class, race, religion, sexuality or disability⁵

54% of employers said that it caused the quality of an

employee's work to suffer and **56%** said it led to **absenteeism**³

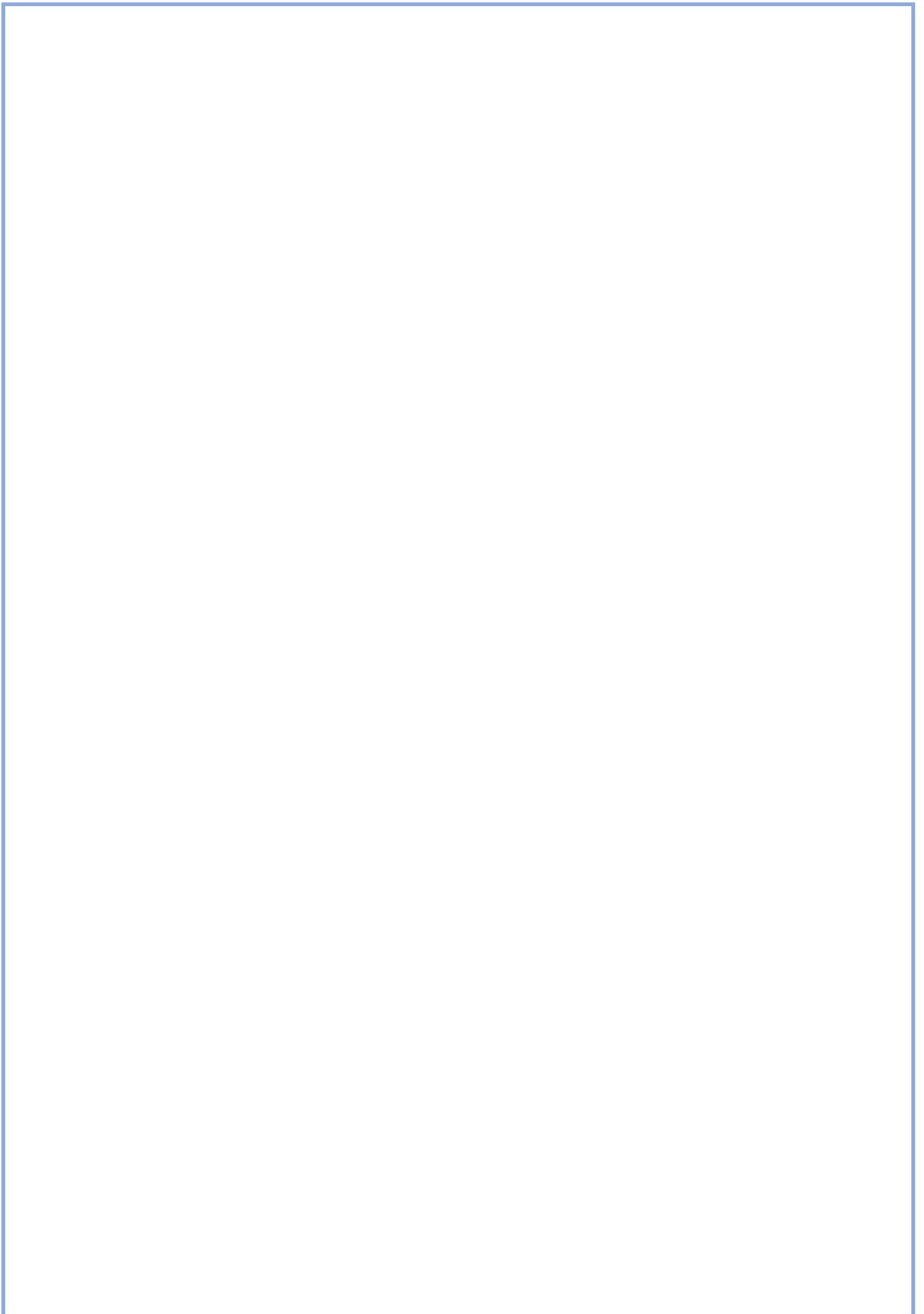
| | |
|-----------------------------------|---|
| Author's name & Title: | Julie Ryder, Designated Nurse |
| Review date: | July ,2022 |
| Description: | The purpose of this document is to provide guidance to Halton and Warrington CCG managers and all employees |
| Audience: | Governing Body members, committee members and all staff working for, or on behalf of, the CCG |

| Consultation: | |
|----------------------|-----------------------------------|
| Name | Title and /or Organisation |
| Safeguarding Team | NHS Halton and Warrington CCG |
| | |
| | |

| Name | Date | Ver | Reason | Status |
|----------------|-------------|------------|---------------------------------|-------------------|
| Domestic Abuse | 2020 | V1 | New policy | Ratified Oct 2020 |
| EIA completed | Oct 2020 | | Process for equality impact ass | Stored |
| | | | | |
| | | | | |

| | | | |
|---------------------|-------------------|--------------|----------|
| Approved by: | Quality Committee | Date: | Oct 2020 |
|---------------------|-------------------|--------------|----------|

| CONTENTS | | Page |
|-----------------|--|--------------|
| 1.0 | Introduction and Purpose | 1 |
| 2.0 | Scope and Definition | 1-2 |
| 3.0 | Process and Requirements | 2-7 |
| | 3.1 Employees experiencing Domestic Violence and Abuse | 2 |
| | 3.2 Management Support | 3 |
| | 3.3. Arrangements where others may be put at risk | 5 |
| | 3.4 Perpetrators of Domestic Abuse | 5 |
| | 3.5 If the Victim/Survivor work in the same organisation | 7 |
| | 3.6 Record Keeping | 7 |
| 4.0 | Training | 7 |
| 5.0 | Advice Managers, Employees, HR | 7-8 |
| | Appendix 1 – Definitions | 9 |
| | Appendix 2 – Signs of Domestic Violence | 10 |
| | Appendix 3 – Support Services and Helplines | 11-12 |
| | Appendix 4 – Personal Safety Work Plan | 13 |
| | Appendix 5 – Domestic Abuse Discussion Checklist | 14 |
| | Appendix 6 – Discussion Checklist | 15 |
| | Appendix 7 - | 16 |



1.0 INTRODUCTION AND PURPOSE

- 1.1 The Home Office Violence Against Women and Girls Strategy (VAWG) 2016-2020 makes clear that the health sector, as both an employer and service provider, has a crucial role to play in responding to domestic abuse.
- 1.2 This policy should be read in conjunction with local Halton and Warrington Multi-agency Domestic Abuse Strategies and Safeguarding policies.
- 1.3 Domestic abuse is a crime which can affect both women and men. It covers offences ranging from common assault to rape and murder and it has a massive impact on the victims, their family, and the wider community.
- 1.4 Domestic abuse is a pattern of behavior characterised by the misuse of power and control which commonly includes physical, psychological, financial, emotional, and sexual abuse.
- 1.5 Within Halton and Warrington CCG there may be those who have experienced or are experiencing domestic abuse and those who may be perpetrators of violence or abuse.
- 1.6 Halton and Warrington CCG are committed to promoting a zero-tolerance approach to domestic violence and abuse. It will ensure that the working environment promotes the view that all forms of domestic abuse is unacceptable and will not be tolerated. Organisations' will inevitably employ individuals who are affected by domestic abuse as victims and possibly as perpetrators. As a result, Halton and Warrington CCG need to make all reasonable efforts to provide staff with the support they need and want.
- 1.7 The CCG recognises that domestic abuse can affect an individual's work performance and that as an employer we have responsibility for health, safety, and welfare of staff at work and seek to provide support to those affected.
- 1.8 Employees who experience abuse should be supported regardless of gender and the type of abuse. The workplace can be a lifeline for survivors of domestic abuse as it offers an opportunity to seek help. Supporting employees to remain at work can support their wellbeing over the longer term.

2.0 SCOPE AND DEFINITION

- 2.1 This policy applies to those members of staff that are directly employed by NHS Halton and Warrington CCG. The Policy: -
 - enables the support of employees experiencing problems at work arising from domestic violence and abuse
 - ensures confidentiality and sympathetic handling of situations at work arising from domestic violence and abuse
 - removes fears of stigmatisation at work for employees experiencing domestic violence and abuse

- provides guidance for managers on how to support victims of domestic violence and abuse
- provides guidance for managers on how to deal with perpetrators of domestic violence and abuse
- raises awareness and understanding amongst all members of staff in the workplace of the effects of domestic violence and abuse.

2.2 Since March 2013, the cross-government definition of domestic abuse has been, “*Any incident or pattern of incidents of controlling, coercive or 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 sexuality*”

This can encompass, but is not limited to, the following types of abuse:

Psychological

Physical

Sexual

Financial

Emotional

2.3 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 behavior.

2.4 Coercive behavior 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.” This definition, which is not a legal definition, includes so called ‘honour’ based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group. Harmful practices such as controlling or coercive behaviour forced marriages, honour based violence and female genital mutilation (FGM) are also considered to be forms of domestic abuse. Appendix 1 provides an explanation of these practices.

3.0 PROCESS AND REQUIREMENTS

3.1 Employees experiencing domestic violence and abuse:

3.1.1 Employees are not obliged to inform anyone at work about their domestic situation. It is important, though that employees are aware that the Designated Nurses within the CCG can offer support and advice in relation to domestic abuse, child protection and safeguarding adults and children.

3.1.2 It is understood that victims of domestic violence and abuse may feel unable to talk to anyone about their situation. They may be afraid or worried about the consequences that this may have for them, their family, home, job, or income. Signs that an employee might be experiencing domestic abuse include:

- Unexplained injuries
- Decrease in productivity
- Frequent lateness or absence
- Changes in behaviour

Examples of these signs can be seen at Appendix 2

3.1.3 These behaviors could reflect a range of issues and at the same time, potentially lead to disciplinary action. It is therefore important to establish what is behind them.

3.2 Managerial Support

3.2.1 Managers should avoid victim blaming and it is important that they provide a non-judgmental and supportive environment to an employee who is experiencing domestic violence and abuse. If an employee alleges abuse, they should be believed.

3.2.2 Managers should provide a private space to enable the employee to talk and should assure them of their confidentiality unless there are child protection issues which must be reported, or, in order to safeguard the employee, a disclosure may be made to adult or children's social care. The manager should ask the employee what their wishes are, respect their decision and protect confidentiality in all instances, except where doing so would leave children at risk of harm or place a vulnerable adult at risk of harm/danger. In this instance advice should be sought from the CCG Designated Nurses.

3.2.3 The employee should be asked if they want to report the abuse to the police and if they need to see their GP for medical attention. Some employees may decline such offers. If the employee is injured, they should be encouraged to seek medical attention to have the injury/injuries assessed, treated and documented. Injuries are an indicator of high risk. In some circumstances a decision may be made to report an incident to the police where a crime has been committed and where the harm or potential harm is so serious to the employee and also could impact on the wider public .

3.2.4 If the manager or anyone else supporting the employee considers that any children in the family or vulnerable adult may also be at risk of abuse, they must request a consultation with the Designated Nurses

3.2.5 The manager should provide information, not advice, about domestic violence and abuse support services or helplines and advice of workplace support such as occupational health services and the employee assistance programme. Details of support services and helplines can be found in Appendix 3. Managers must recognise the limitations of their role as they are not professional counsellors or experts

3.2.6 The manager should also discuss the risk to the employee whilst at work and the safety and security of colleagues. To address these issues the manager should work with them to create a personal safety at work plan. Examples of issues to be considered are outlined in Appendix 4.

- 3.2.7 The employee should be offered the same standard of support on all occasions no matter how many times the same member of staff comes forward. Because of the nature of persistent domestic violence and abuse victims often find it very difficult to leave abusive relationships.
- 3.2.8 It is important to remember that pressurising employees experiencing domestic violence and abuse to leave the abuser is not helpful. In most cases the employee will want to remain in their home and be safe. In many cases violence escalates after an attempt to leave and therefore, managers and colleagues aware of an individual's circumstances should be extra vigilant particularly regarding absence from work. Leaving the situation either temporarily or permanently is a step that should be planned carefully with support from a specialist.
- 3.2.9 The employee should be offered the opportunity to complete the CAADA DASH Risk - Assessment
- ALL check for correct assessments
 - Assessment and safety planning to ensure that the level of risk can be ascertained: via the Police.
 - The employee should be offered emergency domestic leave in accordance with the CCG's Annual Leave/Special Leave Policy to enable them to take time off work to visit solicitors, banks, schools, support agencies etc.
- 3.2.10 Employees can receive support from services and also be protected via specific acts of law, which they may be unaware of such as
- 3.2.11 IDVA The role of the IDVA, Independent Domestic Abuse Advocate is to **provide safety advice and support to victims of domestic abuse** who are at high risk as measured using the DASH Risk Assessment. This is a standard risk assessment tool used by most statutory and voluntary agencies in England.
- 3.2.12 DVPO Under the Domestic Violence Protection Order scheme, police and magistrates have the power to ban a domestic violence perpetrator from returning to their home or having contact with the victim for up to 28 days in the immediate aftermath of a domestic violence incident.
- 3.2.13 DVDS The Domestic Violence Disclosure Scheme (DVDS, also known as 'Clare's Law') enables the police to disclose information to a victim or potential victim of domestic abuse about their partner's or ex-partner's previous abusive or violent offending.
- 3.2.14 DAPN a Domestic Abuse Protection Notice which, like the current Domestic Violence Protection Notice, will give victims immediate protection following an incident. A DAPN would be issued by the police and could, for example, require a perpetrator to leave the victim's home for up to 48 hours.
- 3.2.15 DAPOs, Domestic Abuse Protections Orders will in the future have flexible duration so that longer-term protection can be provided where necessary and proportionate

3.3 Arrangements where others may be put at risk

3.3.1 Managers have a duty of care for all employees. Where there is an immediate risk to colleagues of the employee experiencing domestic violence and abuse, the manager must agree with the employee what will be disclosed. Details disclosed must be kept to an absolute minimum and the recipients must be informed they must treat the information confidentially and that there are risks to the employee if disclosed.

3.4 Perpetrators of Domestic Abuse

3.4.1 Domestic abuse perpetrated by employees will not be condoned under any circumstances nor will it be treated as a purely private matter. Halton and Warrington CCG recognises that it has a role in encouraging and supporting employees to address violent and abusive behaviour of all kinds.

3.4.2 If an employee approaches their manager about their own abusive behaviour, managers will provide information about the services and support available to them and will encourage the perpetrator to seek support and help from an appropriate source. See APPENDIX 5 HELP FOR PERPETRATORS for further information.

3.4.3 Halton and Warrington CCG 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.

3.4.4 There are four potential strands in the consideration of an allegation:

- a police investigation of a possible criminal offence
- disciplinary action by the employer

3.4.5 Providing specialist, safety-focused counselling identifying risk. An individual cautioned or convicted of a criminal offence may be subject to the organisation's disciplinary policy and procedure, Halton and Warrington CCG also reserves the right to consider the use of this policy should an employee's activities outside of work (whether or not it leads to a criminal conviction), 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). In these circumstances the possibility of redeployment into an alternative role may be considered. CCG views the use of violence and abusive behaviour by an employee, wherever this occurs, as a breach of the organisation's code of conduct for disciplinary purposes.

3.4.6 There may also be circumstances where such behaviour by a regulated professional might indicate a potential risk to patients or service users or bring the profession into disrepute or breach a professional code of conduct. Where an employer is aware of such misconduct, they should report it to the appropriate regulator (e.g. GMC, NRMC). There may also be a mandatory obligation on the regulated professional to self-refer if they receive any police caution or conviction, and for the police to report such action if they are aware an individual is regulated (*based on requirements for health and social care professionals regulated by the Health and Care Professions Council*).

3.4.7 Halton and Warrington's CCG's Disciplinary Policy is intended to inform all staff, irrespective of grade, of the standards of conduct expected of them. It identifies a set of principles governing behaviour by which staff members are expected to abide. Staff members are expected at all times to present high standards of personal integrity and conduct that will not reflect adversely on the organisation and its reputation.

3.4.8 Halton and Warrington is committed to ensuring 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 employees will receive guidance and support
- confidentiality will be maintained and information restricted only to those who have a need-to-know
- investigations will be thorough and independent
- all cases will be dealt with quickly avoiding unnecessary delays
- all efforts will be made to resolve the matter within four to six weeks, although some cases will take longer because of their nature or complexity.

NOTE:

This procedure is intended to be safety focussed and supportive rather than punitive.

The alleged perpetrator 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
- advised to contact their union or professional organisation.

3.4.9 Any employee who is responsible for giving advice or support to those experiencing domestic abuse needs to be particularly aware of the potential consequences if they are found to be perpetrators.

3.4.10 If a colleague is found to be assisting an abuser in perpetrating the abuse, for example, by giving them access to facilities such as telephones, email or fax machines then they will be seen as having committed a disciplinary offence.

3.4.11 If it becomes evident that an employee has made a malicious allegation that another employee is perpetrating abuse then this will be treated as a serious disciplinary offence and action will be taken.

3.5 If the victim/survivor and the perpetrator work in the same organisation

3.5.1 In cases where both the victim/survivor and the perpetrator of domestic abuse work in the organisation then Halton and Warrington CCG will take appropriate actions to support both members of staff through the process respectively

3.6 Record Keeping

- Any records must be stored in accordance with the General Data Protection Regulations 2018.
- Any breaches of confidentiality will be dealt with via the CCG's Disciplinary Procedure.

4.0 TRAINING

Halton and Warrington CCG is committed to ensuring all line managers are aware of domestic abuse and its implications in the workplace. Information, briefings or awareness raising sessions will ensure that all managers are able to:

- Identify if an employee is experiencing difficulties because of domestic abuse
- Respond to disclosure in a sensitive and non- judgemental manner
- Provide initial support – be clear about available workplace support, where applicable discuss how the organisation can contribute to safety planning but understand that they are not counsellors.
- Signpost to other organisations and sources of support

5.0 ADVICE FOR MANAGERM EMPLOYEES AND HR

- Employees need to consider their own personal safety and must not expose themselves to unnecessary risk. Employees should, where possible keep line managers informed.
- Advice should always be offered where possible and by an appropriate person (e.g. line manager, Human Resources Team, Safeguarding professionals), information given and signposted to specialist services.
- Employees who are victims of domestic abuse should be given time and space to make choices and be supported, whatever decision they make.
- Do not blame the victim for the abuse.
- Always believe a victim who discloses abuse.

- Treat employees with respect and dignity.
- Victims living with domestic abuse will not necessarily want to end their relationship, or may decide to return to an abusive partner. They should be offered a choice of options, time to talk these through and non-judgemental support in making their own choices.
- Harassment or intimidation by a CCG employee whether of a partner or ex-partner who is employed by the CCG or not, will be considered misconduct and may lead to disciplinary action being taken.
- Conduct outside of work (whether or not it leads to a criminal conviction) may also lead to disciplinary action being taken because of the impact it may have on the employee's suitability to undertake their role and/or because it undermines public confidence in the CCG. Advice must be sought from Human Resources, Chief Nurse and Safeguarding Team.
- Any allegations of this nature would be fully investigated, and action taken as appropriate in accordance with the Disciplinary Policy and if necessary, reported to the relevant agencies through the Local Safeguarding Team including the LADO.
- CCG will treat any breach of confidentiality committed by an employee under the provisions of the appropriate employee conduct procedure, in which case the range of penalties open to the organisation will include dismissal.
- The need for confidentiality generally includes ensuring that an employee's address, telephone number and work location is not identified.
- To protect the confidentiality of employees, the CCG will ensure that any disclosures which are required under its data protection registration, or its responsibilities under the Freedom of Information Act, do not have the potential to compromise employees who may be experiencing domestic abuse. The CCG will also ensure that, in cases where an employee is known to suffer from domestic abuse, only those other employees who "need to know" about the employee's situation are informed.
- Where there are children in the house-hold the manager must discuss with a member of the CCG Safeguarding Children team.

Definitions

Forced marriage is a form of domestic violence. Where one or both of the parties is under 18 years, it is a form of child violence and must be referred to Children's Social Care. Where the marriage involves an adult at risk, it is also deemed as statutory safeguarding and must be managed under local safeguarding adult procedures.

Female genital mutilation (FGM): The WHO defined FGM as procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs whether for cultural, religious, or other non-therapeutic reasons. Anyone knowing or suspecting that a girl is to be or has been subjected to FGM should make a referral to Children's Social Care.

Honour based violence: The terms "honour crime" or "honour based violence" or "izzat" embraces a variety of crimes of violence including, assault, imprisonment, and murder where the person is being punished by their family or community. They are being punished for actually or allegedly, undermining what the family or community believes to be the correct code of behavior, the person shows they have not been properly controlled to conform by their family and this is to the "shame" or "dishonor" of the family.

Signs of domestic abuse

Some of these signs may reflect a range of sensitive issues so managers should approach with caution any discussion with the employee:

Work productivity signs:

- Change in the persons working patterns: for example, frequent absence, lateness or needing to leave work early
- Reduced quality and quantity of work: missing deadlines, a drop in usual performance standards
- Change in use of the phone/email: for example, many personal calls/texts, avoiding calls or a strong reaction to calls/texts/emails
- Spending an increased number of hours at work for no reason

Changes in behavior or demeanor

- Conduct out of character with previous employment history
- Changes in behavior: for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed
- Isolating themselves from colleagues
- Obsession with timekeeping
- Secretive regarding home life
- Worried about leaving children at home (with abuser)

Physical signs

- Visible bruising or single or repeated injury with unlikely explanations
- Change in the pattern or amount of make-up used
- Change in the manner of dress: for example, clothes that do not suit the climate which may be used to hide injuries
- Substance use/misuse
- Fatigue/sleep disorders

Other signs

- Partner or ex-partner stalking employee in or around the workplace
- Partner or ex-partner exerting unusual amount of control or demands over work schedule
- Flowers/gifts sent to employee for no apparent reason
- Isolation from family/friends

Support services and helplines

Local Support Services

Warrington

- Refuge - Warrington Independent Domestic Violence Abuse (IDVA) service - Advice, emotional and practical support for women, men, and young people: **01925 243359**
- Cheshire Police - **101** (non-emergency)
- Warrington Rape and Sexual Abuse Support Centre - Support, advocacy, counselling, and information for those affected by rape, sexual assault, or abuse: **01925 221546**
- Warrington Women's Aid Refuge - Safe accommodation for women and children, and support and advice to men experiencing domestic abuse: **01925 417138**
- Housing Plus - Independent housing advice and services including a sanctuary scheme: **01925 246868**
- Cheshire CARES (Cope and Recovery Enhanced Service) - Local support for victims of crime, even if you do not want to report the crime to the police: **01606 366336**

Halton

Halton Domestic Abuse Family Service (DAFS)

- Specialist solution focused interventions for children and families affected by domestic abuse.

Samantha Terrell

07739 687511

samantha.terrell@catch-22.org.uk

Halton Domestic Abuse Service on 0300 11 11 247.

National

- Man Kind Initiative - www.mankind.org.uk
Confidential helpline for male victims of domestic abuse and domestic violence
Helpline:
Weekdays 10am-4pm
Tel: 01823 334244
- Refuge www.refuge.org.uk
Provides support to women, children, and men for a range of services including refuges, independent advocacy, community outreach and culturally specific services
24 Hour National Domestic Violence

Helpline Tel: 0808 2000 247

➤ Rights of Women – rights of women.org.uk

Advise women who have been affected by domestic and sexual violence on:

- injunctions such as non-molestation orders and occupation orders
- divorce and finances on relationship breakdown
- parental responsibility and arrangements for children
- lesbian parenting

Monday 11am-1pm,

Tuesday 2-4pm,

Wednesday 2-4pm,

Thursday 2-4pm

Tel: 020 7608 1137

The line is closed on bank holidays

- Respect - Support for men and women facing up to abusive behavior towards a partner: **0808 802 4040**
- DV Assist – Can help you to get Non-Molestation Orders, Prohibited StepsOrders and Occupation Orders: **0800 195 8699**

Personal Safety at Work Plan

- 1.0 All employees must be aware that under no circumstances should the personal details of an individual be divulged unless consent is given by the individual concerned. This is applicable to all employees.
- 2.0 To ensure personal safety at work consideration should be given to the following, and in discussion with a domestic abuse specialist:
 - Improving security, changing keypad numbers, or reminding employees of any restricted access arrangement which may apply
 - Changing duty arrangements such as reception or answering the telephone
 - Changing the layout of the office environment so that the victim cannot be seen from an entrance or window
 - Agreeing with the victim what to tell colleagues and how they should respond when dealing with any contact from the abuser
 - Providing colleagues with a photograph and or other relevant details of the abuser, e.g. car make and registration
 - Ensuring robust lone working arrangements are in place
 - Providing a car parking space near to the exit point of the building or arranging for the individual to be accompanied to their vehicle
 - If possible, a method of contacting the employee outside of work should be agreed, contacting them at home may not be appropriate.
 - The CCG has a duty of care to protect both the individual and other employees. Therefore, any manager/staff member may decide to call the police if they feel that staff safety may be compromised.

Discussion Checklist

| Name of Employee: | Reported to: | Date: |
|---|--------------|-------|
| Task | Action Notes | Date: |
| <p>Ensure that any discussion about the employee's situation takes place in privacy and that their confidentiality is respected as far as possible (unless there are overriding concerns such as child protection concerns)</p> | | |
| <p>What does the employee want to do?</p> <p>What measures do they feel could help them at work? Suggestions</p> <ul style="list-style-type: none"> ▪ Temporary flexibility on start/finish times ▪ Change of work location ▪ Screening of external calls/emails from abuser ▪ Stress risk assessment ▪ Share brief information with any colleagues as additional form of support ▪ Prevent lone working <p>Manager to create log of contact/incidents they are aware of.</p> | | |
| <p>Discuss whether to report the abuse to the police.</p> <p>Highlight the benefits of doing this. Remember; do not pressure them if they do not want to report it.</p> | | |

Domestic abuse discussion checklist

| Name of Employee: | Reported to: | Date: |
|--|--------------|-------|
| Task | Action Notes | Date: |
| Does the employee need to see Occupational Health, a GP or other professional for medical attention? | | |
| <p>What methods of support have been discussed and explored regarding the workplace?</p> <p>Has performance or attendance been affected?</p> | | |
| <p>Give the employee information about:</p> <ul style="list-style-type: none"> ▪ Care First ▪ Local Refuge ▪ Help Lines | | |
| <p>Has a referral been made to an Independent Domestic Violence Advisor (IDVA), Housing or the Police for risk assessment and / or further support?</p> <p>Which agency will be involved?</p> <p>Has the employee consented to this?</p> <p>NB: Normally consent should be obtained from the employee unless, in your professional judgment, there is a risk of serious harm or murder</p> | | |
| <p>Has a safety plan (see section 2 of this document) been discussed and drawn up</p> <ol style="list-style-type: none"> 1. Regarding the workplace? 2. Regarding the home? | | |

APPENDIX 7