

EMPLOYEE & WORKPLACE DOMESTIC ABUSE POLICY

Report of the Head of Housing Management

1. SUMMARY

- 1.1 Derby Homes (DH) are currently working to achieve Domestic Abuse Housing Alliance Accreditation (DAHA). DAHA is the UK benchmark for how housing providers should respond to Domestic Abuse in the UK. As part of the accreditation, it is advised that DH should have two separate policies – Customer Domestic Abuse Policy and Employee and Workplace Domestic Abuse Policy.
- 1.2 The two policies have now been separated; the Customer Policy will be presented as a separate report.

2. RECOMMENDATION(S)

- 2.1 For the Operational Board to approve the new Employee and Workplace Domestic Abuse Policy.

3. REASON(S) FOR RECOMMENDATION

- 3.1 To ensure the new policy is compliant with DAHA Standards and is focussed on employees..

4. MATTER(S) FOR CONSIDERATION

- 4.1 It is good practice that we develop a stand alone policy which concentrates solely on the effects of Domestic Abuse on employees. Previously the customer and staff policies were combined.
- 4.2 To do this we consulted with staff at Derby Homes who attend the Domestic Abuse steering group meetings, we also met with the DAHA regional lead.
- 4.3 The template used for the Employee policy was recommended by DAHA and was cross referenced with an existing Employee Policy adopted by Bedfordshire County Council.

5. OTHER OPTIONS CONSIDERED

- 5.1 None

IMPLICATIONS

6. CONSULTATION IMPLICATIONS

- 6.1 Staff involved in the DAHA steering group have been given the opportunity to comment on the policy, it was discussed with them during the DAHA steering group and was also sent via email. None of the staff in the steering group recommended any changes.
- 6.2 The new policy will be introduced to staff through staff briefings, team meetings and one to one sessions. Any additional training needs will be identified and addressed.
- 6.3 The policy was shared with the DAHA Regional Lead, suggested amendments were incorporated into the final policy.

7. FINANCIAL AND BUSINESS PLAN IMPLICATIONS

- 7.1 There are no financial implications to Derby Homes.

8. EQUALITIES IMPLICATIONS

- 8.1 An Equalities Impact Assessment was completed and is attached as Appendix 2. A group of Derby Homes staff involved in Domestic abuse work across the organisation came together to complete the assessment, the EIA was consulted with staff in Housing Management, Housing Options and a member of the Equality and Diversity group.

9. RISK IMPLICATIONS

- 9.1 The policy ensures that suitable measures are in place to support staff who may be victims of Domestic Abuse.

10. POLICY REVIEW IMPLICATIONS

- 10.1 In accordance with Derby Homes Board Minute this policy will be reviewed no later than 3 years from the date of this meeting.

The areas listed below have no implications directly arising from this report:

Legal and Confidentiality
Council
Personnel
Environmental
Health & Safety

For more information please contact:

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Background information: None

Supporting Information: Appendix 1 Revised Domestic Abuse Policy
Appendix 2 Equality Impact Assessment

This report has been approved by the following

Managing Director	Maria Murphy	27/05/2022
Finance Director/Derby Homes Accountant	Helen Samuel	20/05/2022
Company Solicitor	Taran Lalria	27/05/2022
Head of Service	Lorraine Testro	09/05/22