

Domestic Abuse in the Workplace Policy CO23



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Version Control

Version	Date Approved	Committee	Date of next review	CCG Lead
V1	October 2014	Quality Safety and Risk	October 2016	Head of Corporate Affairs.
V2	November 2016		November 2018	Designated Nurse Safeguarding Adults
V3	07/10/2018	Quality and Safety	October 2021	Designated Nurse Safeguarding Adults
V4	14/12/2021	Quality and Safety	December 2024	Designated Nurse Safeguarding Adults

1. Introduction

Sunderland Clinical Commissioning Group has a responsibility to provide all staff 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.

Sunderland Clinical Commissioning Group 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 and to challenge the behaviour of perpetrators.

1.2 Status

This policy is a corporate policy.

1.3 Purpose and Scope

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.

It is important to note however that domestic abuse is not condoned under any circumstance and all staff must adhere to the standards of professional behaviour.

2. Definition

Domestic abuse is defined by the Home Office as “Any incident 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.”

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

Stalking is also considered to be part of domestic abuse and is referenced in appendix 1. Reported Stalking activity may need further specialist advice and support for the staff member from the police. Legislation has changed in 2020 to support victims of stalking (see appendix 1)

The impact of domestic abuse can range from loss of esteem to loss of life. See **Appendix 1** - Types of domestic abuse

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. When dealing with domestic abuse it is important to recognise differences between all protected characteristics. It follows that different approaches and resources are needed when addressing domestic abuse with different groups.

3. The impact of domestic abuse in the workplace

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 absenteeism without an explanation
- needing regular time off for appointments
- inappropriate or excessive clothing
- Substance misuse

3.1 The impact of domestic abuse on work colleagues

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 unaware of the abuse or not knowing how to help.

3.2 The impact of domestic abuse on the employer

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.

Sunderland Clinical Commissioning Group 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 about their concerns in confidence. The safeguarding team, with Wearside Women in Need have developed Domestic Abuse Champions in the workplace who will have specialist training to support CCG staff and can be approached confidentially by staff. The new champions have been identified and await their training process.

Alternatively, a confidential reporting line is now available through Crime Stoppers 0800 111 4444. This is a 24-hour hotline that allows any member of staff to report any concern they may have about a colleague or practices in the workplace. The hotline can be used anonymously.

4. Confidentiality and right to privacy

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 without their permission.

There are, however, some circumstances in which confidentiality cannot be assured. This may occur when there are concerns regarding children, adults at risk 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.

Confidentiality cannot be assured for staff who disclose that they are a perpetrator of domestic abuse.

5. Support for Staff

There are a number of ways in which staff experiencing domestic abuse can be supported by the organisation:

- through offering practical support
- access to Domestic Abuse Champions in the workplace
- raising awareness generally of the issues and in particular amongst managers
- providing training opportunities to line managers and Domestic Abuse Champions from Wearside Women in Need (WWiN)
- signpost to an appropriate specialist domestic abuse service such as WWiN if appropriate
- taking a clear anti-abuse stance against perpetrators.
- Accessible literature around the workplace i.e., leaflets and posters

It is essential staff feel able to disclose this personal information and are encouraged to discuss this with their line manager. However, if they feel unable to raise this with their line manager or Domestic Abuse champion, support is available from:

- Second line managers
- HR Advisors/ managers
- Safeguarding Team
- Self-referral to the Occupational Health Unit (if applicable)
- Self-referral to a specialist service for confidential advice is available - WWiN Tel 0800 066 5555
- National Domestic Abuse helpline Tel 0808 2000 247

Within Sunderland CCG confidential advice and support is available from:

- Wendy Proctor Designated Nurse Safeguarding Adults 07796 938519 or;
- Gary Stokes Designated Nurse Safeguarding Children 07384546102 or;
- Stephen Edgeley Designated Nurse Safeguarding Children 07771358202
- Domestic Abuse Champions
- Line managers
- HR department
- Occupational Health

6. Support for Line Managers

6.1 Victims of Domestic Abuse

6.1.1 Identifying 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. See **appendix 2** - Ten steps to address the effects of domestic abuse

See Appendix 3 - Asking difficult questions – Guidance for line managers

If line managers require further advice or assistance before speaking to a member of staff, further support is available from Human Resources (HR) Advisers/ managers, Domestic Abuse Champions or the Safeguarding Team. WWIN can also offer specialist advice and support for complex issues and high risk situations.

Appendix 4 outlines support available across the northeast to victims of domestic abuse.

6.1.2 Support available

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 rearrange housing or childcare, and for court appointments.
- special leave provisions (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.
- redeployment or relocation.
- with the member of staff's consent:
 - i. advise colleagues on a need-to-know basis and agree a response if the perpetrator contacts the workplace.
 - ii. 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.

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.

6.2 Perpetrators

Domestic abuse perpetrated by staff will not be condoned under any circumstance 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, Sunderland CCG recognises that it has a role in encouraging and supporting perpetrators to address violent and abusive behaviour of all kinds.

If a member of staff discloses perpetrating domestic abuse, the police should be informed as well as the HR Adviser/ Manager so that the disciplinary or other internal procedures can be considered. However, the member of staff will be provided with information about the services and support available to them.

This procedure can be applicable in cases where a member of staff has:

- behaved in a way that has harmed or threatened their partner/family member
- possibly committed a criminal offence against their partner/ family member
- had an allegation of domestic abuse made against them
- presented concerns about their behaviour within an intimate relationship/or towards a family member

Sunderland Clinical Commissioning Group will ensure:

- allegations will be dealt with fairly and in 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.

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

6.3 Victims and perpetrators working for Sunderland Clinical Commissioning Group

In cases where both the victim and perpetrator of domestic abuse work for Sunderland Clinical Commissioning Group appropriate action will be taken.

In addition to considering disciplinary action against the perpetrator, action may need to be taken to ensure that the victim and perpetrator do not come into contact in the workplace.

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 about 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 the HR Advisers/ Manager.

7. Duties and Responsibilities

Members of Practice	The Members of Practice has delegated responsibility to the Governing Body (GB) for setting the strategic context in which organisational process documents are developed, and for establishing a scheme of governance for the formal review and approval of such documents.
Chief Officer	The Chief Officer has overall responsibility for ensuring that the CCG has appropriate strategies, structures, policies and procedures in place to ensure that that the organisation complies with all relevant national legislation and discharges its duties effectively.
Line Managers	<p>All line managers are responsible for:</p> <ul style="list-style-type: none"> • Compliance with relevant applicable documents. Failure to comply may result in disciplinary action being taken. • Co-operating with the development and implementation of policies as part of their normal duties and responsibilities. • Identifying the need for a change in policy or procedure as a result of becoming aware of changes in practice, changes to statutory requirements, revised professional or clinical standards and local/national directives.
All Staff	<p>All staff, including temporary and agency staff, are responsible for:</p> <ul style="list-style-type: none"> • Compliance with relevant applicable documents. Failure to comply may result in disciplinary action being taken. • Co-operating with the development and implementation of policies as part of their normal duties and responsibilities. • Identifying the need for a change in policy or procedure as a result of becoming aware of changes in practice, changes to statutory requirements, revised professional or clinical standards and local/national directives, and advising their line manager accordingly. • Identifying training needs in respect of policies and bringing them to the attention of their line manager. • Attending training / awareness sessions when provided.

8. Implementation

- 8.1 This policy will be available to all staff for use in the circumstances described on the title page.
- 8.2 All managers are responsible for ensuring that relevant staff within the CCG have read and understood this document and are competent to carry out their duties in accordance with the procedures described.
- 8.3 Detailed guidance on implementing the policy and assistance with writing policies may be obtained from the NECS Senior Manager.

9. Training Implications

- 9.1 It has been agreed that the new Domestic Abuse champions will have specialist domestic abuse training with WWiN and this will also be offered to line managers within the organisation. Training dates have been arranged for January 2022.

10. Related Documents

- [Domestic Abuse Act 2021: overarching factsheet](#)
- [Government give police new powers to protect victims of stalking](#)
- [Home Office guidance: domestic abuse](#)
- [Responding to colleagues experiencing domestic abuse](#)
- Appendix 1 – 4

11. Monitoring, Review and Archiving

11.1 Monitoring

- 11.1.1 The Governing Body will agree a method for monitoring the dissemination and implementation of this policy. Monitoring information will be recorded in the policy database.

11.2 Review

- 11.2.1 The Governing Body will ensure that this policy document is reviewed in accordance with the timescale specified at the time of approval. No policy or procedure will remain operational for a period exceeding three years without a review taking place.
- 11.2.2 Staff who become aware of any change which may affect a policy should advise their line manager as soon as possible. The Governing Body will then consider the need to review the policy or procedure outside of the agreed timescale for revision.
- 11.2.3 For ease of reference for reviewers or approval bodies, changes should be noted in the 'document history' table on the front page of this document.

NB: If the review consists of a change to an appendix or procedure document, approval may be given by the sponsor director and a revised document may be issued. Review to the main body of the policy must always follow the original

approval process.

11.3 Archiving

11.3.1 The Governing Body will ensure that archived copies of superseded policy documents are retained in accordance with Records Management: Code of Practice for Health and Social Care 2016.

12. Equality Impact Assessment

An Equality Impact Assessment has been completed:

Equality Impact Assessment Initial Screening Assessment (STEP 1)

As a public body organisation, we need to ensure that all our current and proposed strategies, policies, services and functions, have given proper consideration to equality, diversity and inclusion, do not aid barriers to access or generate discrimination against any protected groups under the Equality Act 2010 (Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion/Belief, Sex, Sexual Orientation, Marriage and Civil Partnership).

This screening determines relevance for all new and revised strategies, policies, projects, service reviews and functions.

Completed at the earliest opportunity it will help to determine:

- The relevance of proposals and decisions to equality, diversity, cohesion and integration.
- Whether or not equality and diversity is being/has already been considered for due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED).
- Whether or not it is necessary to carry out a full Equality Impact Assessment.

Name(s) and role(s) of person completing this assessment:

Name: Wendy Proctor

Job Title: Designated Nurse Adult Safeguarding

Organisation: Sunderland CCG

Title of the service/project or policy: Domestic Abuse in the Workplace

Is this a;

Strategy / Policy **Service Review** **Project**

Other [Click here to enter text.](#)

What are the aim(s) and objectives of the service, project or policy:

To advise the Quality and Safety Committee of key changes /updates to the policy

Who will the project/service/policy/decision impact?

(Consider the actual and potential impact)

- **Staff**
- **Service User / Patients**
- **Other Public Sector Organisations**
- **Voluntary / Community groups / Trade Unions**
- **Others, please specify** [Click here to enter text.](#)

Questions	Yes	No
Could there be an existing or potential negative impact on any of the protected characteristic groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Has there been or likely to be any staff/patient/public concerns?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could this piece of work affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could this piece of work affect the workforce or employment practices?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does the piece of work involve or have a negative impact on: <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing quality of opportunity • Fostering good relations between protected and non-protected groups in either the workforce or community 	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered no to the above and conclude that there will not be a detrimental impact on any equality group caused by the proposed policy/project/service change, please state how you have reached that conclusion below:

This policy has been reviewed and refreshed there are no significant changes or detrimental impact on any equality group caused by this refreshed policy

If you have answered yes to any of the above, please now complete the ‘STEP 2 Equality Impact Assessment’ document

Accessible Information Standard	Yes	No
Please acknowledge you have considered the requirements of the Accessible Information Standard when communicating with staff and patients. https://www.england.nhs.uk/wp-content/uploads/2017/10/accessible-info-standard-overview-2017-18.pdf	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide the following caveat at the start of any written documentation: “If you require this document in an alternative format such as easy read, large text, braille or an alternative language please contact (ENTER CONTACT DETAILS HERE)”		
If any of the above have not been implemented, please state the reason: Click here to enter text.		

Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Wendy Proctor	Designated Nurse Adult Safeguarding	10/11/2021
Presented to (Appropriate Committee)		Publication Date
Quality and Safety Committee		December 2021

Publishing

This screening document will act as evidence that due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED) has been given.

If you are not completing 'STEP 2 - Equality Impact Assessment' this screening document will need to be approved and published alongside your documentation.

**Please send a copy of this screening documentation to:
NECSU.Equality@nhs.net for audit purposes.**

Types of Abuse

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependant 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 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.

Stalking

- Stalking can be defined as persistent and unwanted attention where the victim feels pestered and harassed.
- There are many forms of harassment ranging from unwanted attention from somebody seeking a romantic relationship, to violent predatory behaviour.
- Stalking and harassment includes behaviour which happens two or more times directed at or towards someone by another person, that causes the victim to feel alarmed or distressed or to fear that violence might be used against them.
- It can take place between:
 - current or ex partners, or family members as part of domestic abuse.
 - Someone who is known personally to the victim, such as a neighbour, work colleague or friend, sometimes where that acquaintance is very slight.
 - Strangers, for example the stalking or harassment of someone in the public eye or where someone is targeted, for example, because of their race, disability, sexual orientation or religion

New Stalking Protection Orders (SPOs) will allow courts in England and Wales to move quicker to ban stalkers from contacting victims or visiting their home, place of work or study. This will grant victims more time to recover from their ordeal.

In addition to banning perpetrators from approaching or contacting their victims, SPOs can also force stalkers to seek professional help.

According to the Crime Survey for England and Wales, almost one in five women over the age of 16 have experienced stalking, as well as almost one in ten men.

The Orders will usually last for a minimum of 2 years, with a breach counting as a criminal offence that can result in up to 5 years in prison.

Emotional and psychological

Emotional or psychological abuse can be either verbal or nonverbal. 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.

Ten steps to address the effects of domestic abuse

There are a number of steps that line managers 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. Believe 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 their ex/partner 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.

Asking difficult questions – guidance for line managers

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 all right 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 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.

Domestic Abuse; External contacts

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

Gateshead

Domestic Abuse Support Service – 0191 433 3333 24-hour helpline

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.

Tyneside Women's Health - 0191 477 7898

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

Victims First Northumbria - 0800 011 3116

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 226 0394

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 violence. 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.

Victims First Northumbria - 0800 011 3116

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

Newcastle Women's Aid - 0191 261 0504 or 0800 923 2622

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

Northumberland

Northumberland Domestic Abuse Services (NDAS) - 01434 608 030

Offer practical and emotional support to those affected by domestic abuse and their children living in Northumberland.

North Tyneside

Acorns Domestic Abuse Outreach Service - 07712 862 858

Outreach, support, one to one sessions, advice and information.

Acorns - 0191 349 8366

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

North Tyneside Harbour Domestic Abuse Service - 0191 251 3305

Provides refuge accommodation for women, outreach for male and female over 16 years old, an IDVA service and group work.

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.

Victim Support - 0800 011 3116

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

Options (Impact Family Services) - 0191 456 7577

Provides confidential and non-judgemental advice to women over 16, on domestic abuse issues, in a safe place. Specialist children and young people's workers who can help children who are struggling to cope due to experiencing or witnessing domestic violence.

Places for People (South Tyneside Womens Aid) 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, at risk of domestic abuse.

Rape Crisis Tyneside and Northumberland Evening Helpline - 0800 035 2794 or 0191 222 0272

Tyneside Rape Crisis Centre provides information, support and counselling for women and girls over 13 who have experienced any form of sexual violence at any time in their lives.

Safeguarding Adults Let's Talk Team - 0191 424 6000 / 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 455 3027
Support for men wanting to change their aggressive behaviour.

South Tyneside IDVA Service (Independent Domestic Violence 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 565 8877

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

Specialist Services

BME Women:

Angelou Centre - 0191 226 0394

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 violence. They aim to provide safe, temporary accommodation and support, and enable service users to make informed choices and decisions regarding their future.