

Domestic Abuse Policy

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The on-line version is the only version that is maintained. Any printed copies should, therefore, be viewed as ‘uncontrolled’ and as such may not necessarily contain the latest updates and amendments.

POLICY AMENDMENTS

Amendments to the Policy will be issued from time to time. A new amendment history will be issued with each change.

New Version Number	Issued by	Nature of Amendment	Approved by & Date	Date on Intranet
1	Designated Nurses Safeguarding Adults and Children	New Policy		

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This policy has been assessed using an Equality Impact Assessment and Sustainability Impact Assessment. These assessments are recorded in the relevant registers and available to view on the CCG website.

1.0 Introduction

This document provides NHS North Yorkshire Clinical Commissioning Group (NHS NY CCG) staff with a generic framework to meet the needs of staff, families and service users living with domestic abuse and applies to all staff and volunteers

The terms 'domestic violence' and 'domestic abuse' are often used interchangeably. In this policy 'domestic abuse' is used as it is felt to be a more inclusive way to describe a range of behaviours, which include violence, controlling and coercive behaviours as well as all other forms of abuse

Domestic abuse can have a devastating impact on children exposed to it and as such should be considered a safeguarding concern. Under the statutory definition of domestic abuse, a child who sees or hears, or experiences the effects of domestic abuse, and who is related to the person being abused or the perpetrator, is also to be regarded as a victim of domestic abuse.

According to the Crime Survey for England and Wales (2020), an estimated 5.5% of adults aged 16 to 74 years (2.3 million people) experienced domestic abuse in the last year. As seen in previous years, a higher percentage of adults experienced abuse carried out by a partner or ex-partner (4.0%) than by a family member (1.9%).

NHS North Yorkshire CCG recognises that its employees and service users will be amongst those affected by domestic abuse; for example, as a survivor of domestic abuse, an individual who is currently living with domestic abuse, someone who has been impacted upon by domestic abuse or as an individual who perpetrates domestic abuse.

NHS North Yorkshire CCG recognises that domestic abuse is an equalities issue and undertakes to not discriminate against anyone who has been subjected to domestic abuse in terms of current employment or future development.

If a member of staff is concerned that a service user is a victim of Domestic Abuse, they must seek advice on what actions to take from their line manager and or Designated Nurse / Professional safeguarding team Adults or Children in order that any safeguarding concerns can be addressed:

- Safety of the victim must be the priority and if immediate safety concerns are apparent the police should be called on 999
- The service user should be offered support and signposted to Local Domestic Abuse Support Services (IDAS <https://www.idas.org.uk/>)

2.0 Purpose

NHS North Yorkshire CCG is committed to promoting a zero tolerance of domestic abuse.

The CCG is committed to supporting any employee or service user who is experiencing or surviving domestic abuse and recognises that anyone can experience or be a survivor of domestic violence or abuse regardless of their gender identity or sexual orientation.

2.1 The purpose of this policy is to:

- Ensure all CCG staff understand how to identify and report domestic abuse
- Ensure all staff have access to support and guidance or intervention if experiencing domestic abuse
- Ensure confidentiality wherever possible and sympathetic handling of situations at work arising from domestic abuse
- Support identification of any safeguarding issues for children, and adults (with care and support needs)
- Ensure that processes are in place for action plans developed following a Domestic Homicide Review (DHR), safeguarding reviews or internal management reviews.
- Ensure that the lessons learned from DHR's, safeguarding reviews (both child and adult) and internal management reviews are shared across the CCGs, Primary Care colleagues and commissioned health providers.

2.2 This policy aims to.

- Positively assist and support employees and or service users who are experiencing and coping with domestic abuse.
- Assist managers in supporting staff when incidents of domestic abuse are reported to them.
- Remove fears of stigmatisation at work of members of staff experiencing domestic abuse.
- Demonstrate the CCGs commitment to challenging the social issue of domestic abuse.

This Domestic Abuse policy is not a definitive document and should be read in conjunction with, Domestic Abuse: a resource for health professionals (DHSC 2017); Working Together to Safeguard Children (DfE 2018); The Care Act 2014; Local Safeguarding Children Partnership's (LSCP) guidelines and procedures and Local Safeguarding Adult Board (LSAB) guidelines and procedures.

3.0 Definitions / Explanation of Terms

3.1 Domestic Abuse

The Home Office definition (2018) of domestic abuse is:

Any incident or pattern of incidents of controlling, coercive, 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/ economic
- Violent or threatening behaviour
- Controlling and Coercive behaviour

3.2 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.

3.3 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.

The Serious Crime Act (2015) created a new offence of controlling or coercive behaviour in intimate or familial relationships. The new offence closes a gap in the law around patterns of controlling or coercive behaviour Control in an on-going relationship between intimate partners or family members.

The Crown Prosecution Service (2019) definition of "honour" based abuse is: "an incident or crime involving violence, threats of violence, intimidation coercion or abuse (including psychological, physical, sexual, financial or emotional abuse) which has or may have been committed to protect or defend the honour of an individual, family and/ or community for alleged or perceived breaches of the family and/or community's code of behaviour."

4.0 Scope of the Policy

The policy applies to NHS North Yorkshire CCG and all its employees and must be followed by all those who work for the organisation, including the Governing Body, those on temporary or honorary contracts, secondments, pool staff, contractors, volunteers, and students.

5.0 Duties, Accountabilities and Responsibilities

5.1 NHS North Yorkshire CCG / Accountable Officer

- Accountable Officer has a responsibility for ensuring the provision of high quality, safe and effective services being delivered by the CCG.
- The Accountable Officer has overall responsibility and is accountable for ensuring the CCG effectively contributes to the multi-agency partner response to support people living with domestic abuse.
- The CCG has a legislative duty within the Domestic Abuse Act 2020 to co-operate with any request from the Domestic Abuse Commissioner.

5.2 Executive Safeguarding Lead

Provide the Governing Body with a strategic overview of domestic abuse issues:

- ensure there is a named responsible domestic abuse champion on the Governing Body
- ensure that domestic abuse /safeguarding is included in Governing Body discussions with the rest of the senior leadership team
- ensure that all staff are aware of their responsibility to safeguard domestic abuse victims/survivors and associated children and adults
- ensure that all staff have access to domestic abuse support and advice
- ensure there is a robust process in place for escalating concerns externally or through a named non-executive director if the alleged perpetrator might be a senior member of the organisation.

5.3 Designated Safeguarding Professionals

- Offer advice and support to HR and all staff and volunteers on domestic abuse and safeguarding issues, including links to the Local Area Designated Officer and the Persons in Positions of Trust referrals, coordination, and processes.
- Advise on domestic abuse training at the appropriate intervals and levels for each staff group, in accordance with the national training requirements (Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff 2019, and Adult Safeguarding: Roles and Competencies for Health Care Staff 2018).
- Monitor and provide health oversight of action plans from Domestic Homicide Reviews as appropriate and seek assurance that Primary Care and commissioned providers implement any recommendations.
- Ensure lessons learned from Domestic Homicide reviews are shared across the CCGs and Primary Care and inform safeguarding training.

5.4 All staff and volunteers

- Have access to managerial and occupational health support and/or counselling if experiencing domestic abuse.
- Staff has a responsibility to complete training and maintain their competency appropriate to their role.
- All staff should be aware of this policy, and know how to escalate appropriately to seek advice, guidance, and support when they are unsure what to do.
- Staff should seek advice from their line manager or the Safeguarding team if they have concerns of domestic abuse or any other type of abuse in relation to colleagues or service users.

5.5 Line Managers/Supervisors

- All managers should be aware of this Policy and be able to apply it when they suspect or have identified a staff victim/survivor or perpetrator of domestic abuse, including issues escalated to them from other sources.
- The role of a manager is not to deal with the abuse itself but to make it clear that employees will be supported and to outline what help is available and from where, and to escalate the concern as appropriate. Line managers are strongly advised to seek support from HR advisory team and the Designated Safeguarding Team regarding any disclosures of domestic abuse.
- Managers will maintain the confidentiality of any information relayed to them concerning cases of domestic violence and abuse. The CCG will only involve other agencies; or divulge information with the consent of the person concerned, unless required to do so by law or duty. For example, if there is concern that a child is living in a household where there is domestic abuse, or there is disclosure of violence and abuse towards a child or adult with care and support needs. If the staff member is the perpetrator of domestic abuse, the Local Area Designated Officer/ Person in Position of Trust Lead and HR should be contacted for advice. Please refer to 6.1.2. and NHS North Yorkshire CCG Managing Allegations Against Staff Policy

5.6 Human Resource Team

- Advise staff and managers regarding the support available for staff experiencing domestic abuse within the organisation.
- Liaise with the CCG Designated Nurses / Professionals Safeguarding Adults and or Children as required to ensure safeguarding issues are managed appropriately and support is made available to staff experiencing domestic abuse, including external signposting, and referral to the Local Area Designated Officer/ Person in Position of Trust process.
- Provide advice for managers on formal HR action under organisational policies e.g., disciplinary, and flexibilities to support victims e.g., under special leave policies

5.7 Responsibilities for Approval

The NY CCG Quality and Clinical Governance Committee is responsible for the approval of this policy document.

6.0 Policy Procedural Requirements

6.1 Responding to Staff who may be victims/ survivors of Domestic Abuse

6.1.1 Identification

Whilst it is for the individual themselves to recognise that they are a victim of domestic abuse, it is recognised that this is a difficult and complex. There are however potential signs which may indicate an employee may be a victim. These may include.

- The member of staff may confide in their colleagues/manager.

- Established safeguarding processes/ enquiries may identify the concern
- Staff may inform their manager that a colleague is suffering from domestic abuse.
- There may be obvious effects of physical abuse (it is important not to make assumptions).
- It may come to light because of enquiries into a change in performance or a significant change in behaviour.
- It may reveal itself as the background to poor attendance.

It is essential to understand that any of the above may arise from a range of circumstances of which domestic abuse may be one. Managers/ Supervisors who support staff in such matters should approach the issue sensitively and sympathetically ensuring that the employee is aware that support and assistance can be provided.

6.1.2 Confidentiality and right to privacy

NHS North Yorkshire CCG respects employees' right to privacy. Whilst NHS North Yorkshire CCG strongly encourages victims of domestic abuse to disclose domestic abuse for the safety of themselves and all those in the workplace, it does not force them to share this information if they do not want to. Any discussions between Managers/Supervisors and staff must be held in a confidential and private space, where children are not exposed to disclosures of domestic abuse. Staff members who are victims of domestic abuse will be given the option to discuss the issues with an employee of the same gender where appropriate and possible.

There are, however, some circumstances in which confidentiality cannot be assured. These occur when there are safeguarding concerns about children or adults at risk or where the employer needs to act to protect the safety of employees. In such circumstance's discussions may be necessary with the Designated Nurses / Professionals for Adults and/ or Children, and HR.

In circumstances where NHS North Yorkshire CCG must breach confidentiality it will seek specialist advice before doing so. If it decides to proceed in breaching confidentiality after having taken advice, it will discuss with the employee why it is doing so and it will seek the employee's agreement where possible, unless such a discussion will put the employee or others at increased risk of harm.

- Information will only be shared on a need-to-know basis and the information shared should be relevant and proportionate.
- All records concerning domestic abuse will be kept strictly confidential. No local records will be kept of absences related to domestic abuse and there will be no adverse impact on the employment records of victims of domestic abuse.
- Improper disclosure of information i.e., breaches of confidentiality by any member of staff will be taken seriously and may be subject to disciplinary action.

6.1.3 Support for Individuals

NHS North Yorkshire CCG recognises that developing a life free from abuse is a process not an event and will offer ongoing support for employees who disclose abuse.

- NHS North Yorkshire CCG will respond sympathetically, confidentially, and effectively to any member of staff who discloses that they are experiencing domestic abuse.
- Where domestic abuse has been reported, line managers will treat unplanned absences and temporary poor timekeeping sympathetically.
- Line managers may offer employees experiencing domestic abuse a broad range of support. This may include, but is not limited to:
 - Special paid leave for relevant appointments, including with support agencies, solicitors, to rearrange housing or childcare, and for court appointments.
 - Temporary or permanent changes to working times and patterns.
 - Changes to specific duties, for example to avoid potential contact with an abuser in a customer facing role.
 - Redeployment or relocation.
 - Measures to ensure a safe working environment, for example changing a telephone number to avoid harassing phone calls.
 - Using other existing policies, including flexible working.
 - Access to counselling/support services in paid time.
 - Access to courses developed to support survivors of domestic abuse, for example The Freedom Programme or assertiveness training.
- Line managers will respect the right of staff to make their own decision on the course of action at every stage.
- Other existing provisions (including occupational health, independent counselling service, others) will also be signposted to staff as a means of support.
- Safety planning through signposting to specially trained advisors such as Local Independent Domestic Abuse Services (IDAS) <https://www.idas.org.uk/> workers and volunteers.
- NHS North Yorkshire CCG will prioritise the safety of employees if they make it known that they are experiencing domestic abuse.
- When an employee discloses domestic abuse, NHS North Yorkshire CCG will encourage its employees to contact a specialist support agency (or suitably trained specialist member of staff) who can undertake a Domestic Abuse Stalking and Harassment (DASH) risk assessment here and make appropriate referrals where necessary. This can be undertaken by Local Independent Domestic Abuse Services (IDAS) <https://www.idas.org.uk/>

- NHS North Yorkshire CCG will work with the employee and a specialist agency (with the employee's consent) to identify what actions can be taken to increase their personal safety at work and at home as well as address any risks there may be to colleagues. Some examples/options may include:
 - Improving security, changing keypad numbers, or reminding employees of any restricted access arrangement which may apply.
 - Consider changing duties/working arrangements such as reception or answering the telephone.
 - Consider 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 if they wish to, and how they should respond when dealing with any contact from the perpetrator.
 - Consider (where agreed) providing colleagues with a photograph and or other relevant details of the perpetrator, 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 between vehicle and workplace.
 - If required, a method of contacting the employee outside of work should be agreed, where contacting them at home may not be appropriate or dangerous.
- 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
- NHS North Yorkshire CCG and Union/Professional organisation representatives will as required work together cooperatively to support staff experiencing domestic abuse.

6.2 Responding to employees who perpetrate abuse

Harassment and intimidation by a CCG employee, whether of a partner or ex-partner who works for the CCG or not, will be viewed seriously and may lead to disciplinary action being taken in accordance with NHS North Yorkshire CCG disciplinary processes.

Conduct outside of work (whether or not it leads to a criminal conviction) may also lead to disciplinary action being taken against an employee due to the impact it may have on the employee's suitability to carry out their role and/or because it undermines public confidence in the CCG. Factors that will be considered are:

- the nature of the conduct and the nature of the employee's work.
- the extent to which the employee's role involves contact with other employees or the public.
- whether the employee poses a risk to other members of staff or the public

If any of the circumstances set out in the above paragraphs are brought to a manager's attention, advice should be sought in the first instance from the HR department and the Designated Professionals Safeguarding Team.

6.2.1 Risks to children, or adults with care and support needs

Where the behaviour of a member of NHS North Yorkshire CCG staff indicates that they may pose a risk to children or an adult with care of support needs, NHS North Yorkshire CCG will ensure that this will be managed in accordance with procedures as appropriate.

Further details of the processes to be followed in these circumstances are included in the NHS North Yorkshire CCG Safeguarding Children and Safeguarding Adult Policies and Managing Allegations Against Staff policy and advice should be sought from the Designated Nurses / Professionals for Safeguarding Children and Adults

6.2.2 If the victim/ survivor and the perpetrator work for the organisation

In cases where both the victim/ survivor and the perpetrator of domestic abuse work in the organisation, NHS North Yorkshire CCG will take appropriate action.

In addition to considering disciplinary action against the employee who is perpetrating the abuse, action may need to be taken to ensure that the victim/ survivor 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/ survivor. This may include a change of duties for one or both employees or withdrawing the perpetrators access to certain computer programmes or offices.

6.3 The Domestic Violence Disclosure Scheme (Clare's Law)

The Domestic Violence Disclosure Scheme (Clare's Law) gives members of the public a 'right to ask' Police where they have a concern that their partner may pose a risk to them or where they are concerned that the partner of a member of their family or a friend may pose a risk to that individual. Disclosure requests should be made via 101. Further information for all staff is available here:

<https://northyorkshire.police.uk/what-we-do/tackling-crime/crimes-against-the-person/domestic-abuse/clareslaw/>

7.0 Public Sector Equality Duty

In developing this policy an Equality Impact Analysis (EIA) has been undertaken. As a result of the analysis the policy does not appear to have any adverse effects on people who share Protected Characteristics, and no further actions are recommended at this stage

NHS North Yorkshire CCG aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others.

8.0 Consultation

This Domestic Violence and Abuse Policy has been shared with the CCG Safeguarding Children and Adults Teams for consultation and agreement. The Safeguarding Children Partnerships, Safeguarding Adult Board and local provider of Domestic Abuse Support Services policies and procedures have been considered in writing this policy.

9.0 Training

Training regarding Domestic Abuse is included within both Safeguarding Children and Safeguarding Adults training packages, which form CCG staff mandatory training package.

10.0 Monitoring and Compliance with the Document

NHS North Yorkshire CCG Designated Professional Safeguarding team will review any incidents that may have occurred which are related to this policy. Any subsequent issues identified will be incorporated in the new version of the policy.

It is the responsibility of the following staff groups to comply with this policy and report any issues to the Designated Professionals for Safeguarding Children and Adults.

- NHS North Yorkshire CCG / Accountable Officer
- Executive Safeguarding Lead
- Designated Safeguarding Professionals
- Line Managers
- Human Resources
- All staff

11.0 Arrangements for Review.

This policy will undergo a full review by the Designated Safeguarding Professionals team every three years and when required in accordance with any of the following:

- Legislative changes.
- Good practice guidance.
- Case law.
- Significant incidents reported.
- New vulnerabilities; and
- Changes to organisational infrastructure.

12.0 Dissemination

The Domestic Abuse Policy will be distributed via the CCG staff newsletter and will be available on the CCG website.

13.0 Associated Documentation

This policy should be read in conjunction with

- NHS North Yorkshire CCG Safeguarding Adults and Children Policies
- NHS North Yorkshire CCG Managing Allegations Against Staff Policy
- NHS North Yorkshire CCG Attendance Management Policy
- NHS North Yorkshire CCG Other Leave Policy.
- NHS North Yorkshire CCG Disciplinary Policy

14.0 References

- Children Act 1989 <http://www.legislation.gov.uk/ukpga/1989/41/contents>
- Children Act 2004 <http://www.legislation.gov.uk/ukpga/2004/31/contents>
- Crime Survey for England and Wales (2020) <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwalesoverview/november2020>
- Department of Health and Social Care (2017) Domestic abuse: a resource for health professionals <https://www.gov.uk/government/publications/domestic-abuse-a-resource-for-health-professionals>
- HM Government (2018) Working Together to Safeguard Children
- <https://www.gov.uk/government/publications/working-together-to-safeguard-children-2>
- HM Government (2015) The Serious Crime Act 2015 <https://www.legislation.gov.uk/ukpga/2015/9/contents/enacted>
- H.M. Government Forced Marriage: Guidance (2013, Last updated: September 2020)
- <https://www.gov.uk/guidance/forced-marriage>
- Home Office (2018) Victims of domestic violence and abuse https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/680977/victims-of-domestic-violence-v14.pdf
- Home Office (2016) The Violence against Women and Girls Strategy (2016-2020) <https://www.gov.uk/government/publications/strategy-to-end-violence-against-women-and-girls-2016-to-2020/ending-violence-against-women-and-girls-strategy-2016-to-2020-accessible-version>

- The Care Act (2014) <http://www.legislation.gov.uk/ukpga/2014/23/contents>
- The Crown Prosecution Service (2019) So-Called Honour-Based Abuse and Forced Marriage: Guidance on Identifying and Flagging cases <https://www.cps.gov.uk/legal-guidance/so-called-honour-based-abuse-and-forced-marriage-guidance-identifying-and-flagging>
- The Domestic Abuse Act 2021 <https://www.gov.uk/government/publications/domestic-abuse-bill-2020-factsheets/domestic-abuse-bill-2020-overarching-factsheet>
- The North Yorkshire & City of York Domestic Abuse Strategy 2018-2022 <https://nypartnerships.org.uk/sites/default/files/Partnership%20files/Safer%20communities/Domestic%20abuse/YorkNYorksDAStrategy2018.pdf>
- The Royal College of Nursing (2018) Adult Safeguarding: Roles and Competencies for Health Care Staff. <https://www.rcn.org.uk/professional-development/publications/pub-007069>
- The Royal College of Nursing (2019) Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff. <https://www.rcn.org.uk/professional-development/publications/pub-007366>

15.0 Appendices

- Appendix 1 – Local and National Support Services
- Appendix 2 – Safeguarding Contact Information

16.0 Appendix 1 – Local and National Support Services

IDAS North Yorkshire and York

<https://www.idas.org.uk/>

Call: 03000 110 110 (North Yorkshire and Barnsley) or 0808 808 2241 (Sheffield)

0808 2000 247 (National 24 hours helpline)

North Yorkshire Police

<https://northyorkshire.police.uk/>

<https://northyorkshire.police.uk/news/police-raise-awareness-creates-law-order-help-protect-potential-victims-domestic-abuse/>

National Support and Services

National Domestic Abuse Helpline – 0808 2000 247 – (run by Refuge)

www.nationaldahelpline.org.uk/

The Men’s Advice Line, for male domestic abuse survivors – 0808 8010 327 (run by Respect)

<https://mensadvice.org.uk/>

The Mix, free information and support for under 25s in the UK – 0808 808 4994

<https://www.themix.org.uk/>

National LGBTQ + Domestic Abuse Helpline – 0800 999 5428 (run by Galop)

<http://www.galop.org.uk/domesticabuse/>

<https://www.stonewall.org.uk/domestic-violence-and-abuse-resources-lgbt-people>

SaferLives: Ending Domestic Abuse <https://safelives.org.uk/>

Samaritans (24/7 service)

<https://www.samaritans.org/how-we-can-help/contact-samaritan/>

Forced Marriage and Honour Based Abuse – Karma Nirvana - 0800 5999 247

<https://karmanirvana.org.uk/contact/>

Muslim Women’s Network UK – 0800 999 5786

<http://www.mwnuk.co.uk/>

Muslim Youth Helpline – 0808 8082008

<https://www.myh.org.uk/>

National Revenge Porn Helpline – 0845 6000 459

<https://swgfl.org.uk/services/revenge-porn-helpline/>

UK Says No More – National Pharmacy Safe Spaces for people experiencing domestic abuse

<https://uksaysnomore.org/safespaces/>

Future NHS Platform – Domestic Abuse Resources from NHS Professionals

<https://future.nhs.uk/safeguarding/view?objectId=13267120>

NHS Safeguarding App

<https://www.england.nhs.uk/safeguarding/nhs-england-safeguarding-app/>

Bright Sky App - a free app providing support and information for anyone who may be in an abusive relationship or those who are concerned about someone they know.

<https://www.hestia.org/brightsky>

17.0 Appendix 2 – Safeguarding Contact Information

Local Safeguarding Children Partnerships	
North Yorkshire	www.safeguardingchildren.co.uk
City of York	www.saferchildrenyork.org.uk
East Riding	www.erscb.org.uk
Local Safeguarding Adults Boards	
North Yorkshire	https://safeguardingadults.co.uk/
City of York	www.safeguardingadultsyork.org.uk
East Riding	www.ersab.eastriding.gov.uk
Safeguarding Children Referrals	
North Yorkshire	Phone: 01609 780780 Out of hours: 01609 780780 Email: social.care@northyorks.gov.uk
City of York	Phone: 01904 551900 Out of hours: 01609 780780 Email: MASH@york.gov.uk
East Riding	Phone: 01482 395500 Out of hours: 01377 241273 Email: childrens.socialcare@eastriding.gov.uk
Safeguarding Adults Referrals	
North Yorkshire	Phone: 01609 534527 Out of hours: 01609 780780 Email: social.care@northyorks.gov.uk
City of York	Phone: 01904 555111 Out of hours: 01609 780780 Email: adult.socialsupport@york.gov.uk
East Riding	Phone: 01482 396940 Out of hours: 01377 241273 Complete online form: http://www.ersab.org.uk/reporting-abuse