**Domestic Abuse – Our Policy Statement**

Domestic abuse is abhorrent. It can affect anyone and takes many forms. People experiencing domestic abuse may often feel as though they’re walking on eggshells, scared that things will get worse and isolated from family and friends. When someone you love or have loved is the one hurting you it can be very scary, you might feel alone and that you have no one to talk to.

As an employer, we are here for you. We make the following pledges about how we will behave if any of our colleagues are experiencing domestic abuse:

* We will Lead with Heart and Be a Rock during the difficult times.
* We will treat you with kindness.
* We will believe you, not doubt you.
* We will support you and do what we can to get you the help you need.
* We will be flexible around your working arrangements, making sure you have the necessary time and space to deal with your situation.
* We will keep your information confidential whilst making sure you are safe.
* We will raise awareness about domestic abuse.
* We will make a wide range of resources available, so you have ready access to advice.
* We will consider action against any employee found to be perpetrating domestic abuse.

If you are experiencing domestic abuse, please speak to your manager or HR so that we can work out the best way to support you.  If you feel uncomfortable doing so, speak to a colleague who you feel safe with and they can access advice and resources which can help.

If you are worried about your own behaviour, it’s important to know the impact that it is having on others and there are services you can contact who will help you to change.