



Hinckley & Bosworth Borough Council

Forward timetable of consultation and decision making

Ethical Governance and Personnel Committee

20 January 2026

Wards affected: all wards

Domestic Abuse Workplace Policy and Procedure 2025-28

Report of Director (Community Services)

1. Purpose of report

- 1.1 To present for approval the updated Domestic Abuse Workplace Policy and Procedure 2025-28. (Appendix 1)

2. Recommendation

- 2.1 That the policy and procedure is approved.

3. Background to the report

- 3.1 The Crime Survey for England and Wales estimated that 2.3 million people aged 16 years and over (1.6 million women and 712,000 men) experienced domestic abuse in the year ending March 2024.
- 3.2 Employment is vital to earn an income and financial security helps maintain social connections which help with maintaining a person's health and wellbeing. For people experiencing domestic abuse, the workplace itself can also be a place of safety and respite from the abuser, and a place where they can make the arrangements they need and contact specialist services.
- 3.3 Domestic abuse not only impacts on the well-being of victim-survivors, but it affects the financial strength and success of the organisations for which they work. The wider economic and social costs of domestic abuse are significant. Home Office research found that in the year ending 31 March 2017, domestic abuse was estimated to have cost over £66 billion in England and Wales. The biggest component is the physical and emotional harms incurred by victims (£47 billion), followed by considerable costs to the economy (£14 billion) due to lost output due to time off work and reduced productivity as a consequence

of abuse. Domestic abuse frequently extends into work itself, with different surveys showing that between 36% to 75% of employed victims are harassed by abusive partners while at work (TUC (2014) Domestic violence in the workplace).

- 3.4 The Domestic Abuse Act 2021 aims to protect those persons who experience domestic abuse and to strengthen measures to deal with those who bring about domestic abuse. The Domestic Abuse Act 2021 statutory definition of domestic abuse is 'the behaviour of one person towards another where: both people are aged 16 or over and are personally connected to each other and the behaviour is abusive'.
- 3.5 The council has had a Domestic Abuse Workplace Policy and Procedure in place since 2017.

4. Domestic Abuse Workplace Policy and Procedure 2025-28

- 4.1 The updated Domestic Abuse Workplace Policy and Procedure 2025-28 (Appendix 1) is based on best practise and reflective of current legislation.
- 4.2 This policy and procedure is for all staff.
- 4.3 The policy and procedure supports Hinckley and Bosworth Borough Council's commitment to tackling domestic abuse within the workplace and its commitment to ensure the safety of its employees.
- 4.4 The policy and procedure aims to be a practical guide to employees and managers on how to effectively respond to domestic abuse within the workplace and how to support employees affected by domestic abuse.
- 4.5 The policy and procedure, on approval, will continue to be supported by a relevant training programme for employees and managers.
- 4.6 Within the policy and procedure the importance of using specialist services to support employees is stressed.
- 4.7 Consultation on the updated policy and procedure has taken place with the council's safeguarding team, the council's domestic abuse outreach team, HR and the recognised trade unions. Any comments received have been considered and incorporated as appropriate.
- 4.8 The main changes of note to the policy include:
- there have been no legislative changes since the policy was last reviewed so no legislative updates have been incorporated
 - updated intranet links have been provided to relevant internal policies
 - updated web links have been provided where appropriate
 - where areas of practise are no longer relevant these have been removed
 - links to support options and pathways have been updated where appropriate

- 4.9 The policy and procedure will be formally reviewed again in 2028 alongside being refreshed annually to ensure accuracy.

5. Exemptions in accordance with the Access to Information procedure rules

- 5.1 The report is to be taken in open session.

6. Financial implications (CS)

- 6.1 All work on the policy has been carried out within existing resources.

7. Legal implications (ST)

- 7.1 None.

8. Corporate Plan implications

- 8.1 The objectives of this report align to the following corporate plan objective:

People – Helping people to stay safe, healthy, active and in employment.

9. Consultation

- 9.1 The policy and procedure has been subject to full consultation with the council's safeguarding team, the council's domestic abuse outreach team, HR and the recognised trade unions.

10. Risk implications

- 10.1 It is the council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.
- 10.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.
- 10.3 No risks identified.

11. Knowing your community – equality and rural implications

- 11.1 The policy and procedure is for all staff.
- 11.2 The policy and procedure aims to support and protect all staff who are affected by domestic abuse irrespective of their age, culture, disability, gender, gender identity, language, racial origin, socio-economic status,

religious belief, marital status, care leavers status, pregnancy or maternity and/ or sexual orientation.

12. Climate implications

12.1 Delivery is continually informed by decarbonisation objectives.

13. Corporate implications

13.1 By submitting this report, the report author has taken the following into account:

- Community safety implications
- Environmental implications
- ICT implications
- Asset management implications
- Procurement implications
- Human resources implications
- Planning implications
- Data protection implications
- Voluntary sector

Background papers:

Appendix 1 – Domestic Abuse Workplace Policy and Procedure 2025-28

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