

Report for: Staffing & Remuneration Committee

Title: Domestic Violence & Violence Against Women and Girls HR Policy.

Report authorised by : Dr. Will Maimaris, Director of Public Health

Lead Officer: Manju Lukhman, Strategic Lead for Violence Against Women and Girls (ext. 1501) Manju.Lukhman@haringey.gov.uk

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** Non Key

1. Describe the issue under consideration

- 1.1 This report seeks the approval of the Staffing & Remuneration Committee to implement a human resources policy which aims to better support the workforce around domestic violence and violence against women and girls (VAWG).
- 1.2 Subject to approval being granted, a suite of training will be developed for managers to support them to better manage the health and wellbeing of their employees.

2. Cabinet Member Introduction

- 2.1 Not Applicable

3. Recommendations

- 3.1 That the Staffing & Remuneration Committee signs off this Human Resources Policy and supports the implementation of the policy.

4. Reasons for decision

- 4.1 Haringey's [Borough Plan](#) Priorities make a clear public commitment to ensuring a safe borough with stronger communities and partnerships as well as enabling all adults and children to be healthy and achieve their potential. As part of achieving these Corporate Priorities, the Council is taking action to help eradicate violence against women and girls and launched a 10-year Violence Against Women and Girls Strategy in November 2016. The Strategy builds on existing work in Haringey and recognises that both women and men can be victims of abuse.
- 4.2 We recognise that there are occasions where staff could have been better supported through existing Human Resources' policies. The need to develop a specific policy to consolidate existing policies into a domestic abuse specific

policy is a recommendation in two [Domestic Homicide Reviews](#) held into deaths in Haringey.

5. Alternative options considered

- 5.1 The option to not implement a policy and rely solely on existing human resources' policies was considered as the Council has developed guidance for managers to deal with incidents where a member of staff is verbally abused or threatened or physically assaulted in the course of their duties. However, whilst strategies outlined in the [Violence at Work Policy](#) will apply to most situations of non-intimate partner or wider family violence and abuse in the workplace, managers must consider additional factors if these incidents involve domestic violence abuse or wider forms of VAWG

6. Background information

- 6.1 Haringey Council takes the safety of its workforce (permanent/temporary employees, agency workers and contractors) very seriously. Haringey Council managers have a duty to respond appropriately to concerns about the safety or wellbeing of employees and other workers.
- 6.2 Given the size of the organisation, it is statistically likely that within teams, service areas and directorates that there are staff experiencing or who have experienced different forms of domestic abuse in its broadest definition.
- 6.3 Support for employees and workers experiencing all forms of abuse is an important element of the Council's commitment to tackling all forms of violence and abuse. It promotes an effective, confidential and empathetic response to staff who experience violence and abuse in their personal or family relationships. The Council has a legal responsibility to provide all staff with a safe and effective working environment.
- 6.4 This policy recognises that within the workforce, there are those who have experienced violence in their personal or professional lives and those who may be perpetrators of violence. Violence and Abuse has a negative impact on our workforce. It impacts upon the individuals affected as well as the wider workforce morale, productivity and performance. By adopting this policy, Haringey Council aims to address this through a coordinated approach.

7. Contribution to strategic outcomes

- 7.1. The Policy is directly linked to the Borough Plan, in particular:
- Priority 1: *'Best start in life: the first few years of every child's life will give them the long-term foundations to thrive'*
 - Priority 2: *'Build strong communities where people look out and care for one another'*

➤ Priority 3: *'All residents will live free from fear of harm'*

7.2. The HR Policy is a key element of fulfilment of the Priority Objective d)
Levels of Violence against women and girls will be significantly reduced

8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1. Comments of the Chief Finance Officer and financial implications (ref: CAPH40)

8.1.1. Not Applicable.

8.2. Procurement Comments

8.2.1 Not Applicable.

8.3. Comments of the Assistant Director of Corporate Governance and legal implications

8.3.1. Not Applicable.

8.4. Equalities and Community Cohesion Comments

8.4.1 Not Applicable

9. Use of Appendices

9.1 Domestic Violence & VAWG HR Policy

10. Local Government (Access to Information) Act 1985

10.1. Not applicable.