

**Domestic Abuse in the Workplace Champion – Our Pledge**

**Domestic abuse** (DA) is any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between intimate partners or family members regardless of gender or sexuality. The abuse can be, but is not limited to:

* Psychological;
* Physical;
* Sexual;
* Financial; or
* Emotional.

St. Giles’ and St. George’s Academy is clear in its position that there is never an excuse for DA. It is wrong - no one has the right to abuse or hurt another person. We will not tolerate DA in the workplace or ignore it when it affects our employees.

St. Giles’ and St. George’s Academy recognises it has a duty to provide support to any employee who is a victim of DA and to protect employees from the risk of violent attacks or further abuse from partners, ex-partners or family members while they are at work. We will undertake to raise awareness of DA in the workplace, encouraging a positive attitude to combatting domestic abuse. We will also identify, and provide training for Domestic Abuse Champions to enable them to respond in a sensitive, non-judgemental manner to any employee who is experiencing DA.

Alongside this we will raise awareness of the availability of support for those displaying signs of abusive behaviour, particularly for those who are empowered and willing to make changes to their relationships. These are what we refer to as Healthy Relationship Programmes. They are delivered in a goal approached manner in order to create change and positive relationship behaviours.

**Domestic Abuse Champion: Mrs J Williamson**

Signed



Mrs C Pointon

Headteacher