

Freedom of Information Request

Reference Number: EPUT.FOI.19.1153

Date Received: 11 July 2019

Information Requested:

To whom it may concern

I am researching what support Trusts and Health Boards across the UK provide to employees who are experiencing domestic abuse. I am writing to you under the Freedom of Information Act 2000 to request the following information about your Trust/Health Board:

1. Do you have a domestic abuse policy or something equivalent that applies to employees experiencing domestic abuse? If so, please provide a copy of the applicable policy.
No, there is no policy specific to staff.
2. Do you have other policy/policies which provide for support for employees experiencing domestic abuse (for example, as part of a leave policy)? If so, please provide a copy/copies of the relevant policy/policies.
It is not specifically mentioned in policy however the Trust's Special Leave Procedure may be used where necessary, with the agreement of staff member's manager, to support staff with some paid time off to support them in an instance of domestic abuse.
3. Please inform us when each of the policies caught by the above questions ('the relevant policies') were first created and, if applicable, subsequently reviewed and updated?
The current Special Leave Procedure was created October 2017 (at the merger of the previous two Trusts') and was reviewed/updated in January 2019.
4. Do you have a dedicated point of contact staff member who is trained to provide information and support to employees experiencing domestic abuse? When was that role created and first made active?
There is no dedicated point of contact however; the employee assistance program is available to staff who have experienced or are experiencing domestic abuse. Any of the clinical specialists for Safeguarding are able to support staff experiencing abuse.
5. How are HR staff and managers made aware of the existence of the relevant policies?
All policy updates are circulated within the Trust, including HR staff and managers, via the Trust's intranet and Trust wide e-mail notifications when policies/procedures are updated.
6. How are general staff made aware of the existence of the relevant policies?
Please see response to Q5. Additionally, the Trust's Safeguarding Adults training highlights the relevant policies also.

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>