Domestic Abuse Policy

St. Peter and St. Paul CE Primary School
Burgh-Le-Marsh

Schools and Educational Settings in Lincolnshire

Name of Designated Safeguarding Lead / Head Teacher: DAVID HURDMAN
Date Policy Implemented: 30.11.17

Responsibility: Governing Body

Approved on: 29/11/17

Signed: (Chair of Governors)

To be reviewed: Annually (November 2018) or earlier if legislation changes.
1. **Policy Statement**

"This policy should include clear statements regarding what it means to our school/educational setting and how we plan to respond to those statements."

This Policy is also a point of reference for all employees who are involved in reports of domestic abuse in a work capacity. Employees can refer to this Policy for guidance purposes.

2. **Introduction**

This policy is to support schools and educational settings work towards a safer community. Schools and educational settings have a responsibility to respond to the safety and welfare of children they are working with and a duty to recognise that their employees may also be affected by domestic abuse.

3. **Aims of this policy**
   - To send out a strong message that domestic abuse will not be tolerated and that schools and educational settings will promote healthy and respectful relationships.
   - To develop an effective and supportive response for all those affected by domestic abuse.
   - To optimise the opportunity for disclosure of domestic abuse in a safe environment.
   - To offer practical suggestions of further support available.
   - To offer the Head Teacher guidance on how to support employees affected by domestic abuse.

4. **Definition of domestic abuse**

The Home Office (2013) definition of domestic violence and abuse is:

"Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse:

- **Psychological / emotional abuse** – intimidation and threats (e.g. about children or family pets), social isolation, verbal abuse, humiliation, constant criticism, enforced trivial routines, marked over intrusiveness

- **Physical violence** – slapping, pushing, kicking, stabbing, damage to property or items of sentimental value, attempted murder or murder;

- **Physical restriction of freedom** – controlling who the mother or child/ren see or where they go, what they wear or do, stalking, imprisonment, forced marriage;

- **Sexual violence** – any non-consensual sexual activity, including rape, sexual assault, sexual exploitation, refusing safer sex or human trafficking; and

- **Financial abuse** – stealing, depriving or taking control of money, running up debts, withholding benefits books or bank cards.
DOMESTIC ABUSE POLICY

(This section of the Home Office definition has been adapted to give you examples of the types of abuse)

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

This definition, which is not a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.”

5. Raising of domestic abuse with Parent / member of staff

The member of staff who has the best working relationship with the parent/carer or member of staff should be the one who asks the questions about their concerns. This should occur in a safe and suitable environment, where the abuser or another inappropriate person is not expected to interrupt or overhear and respect given to that persons privacy and dignity.

These conversations should never happen in the presence of the abusive partner, any children involved OR any family member unless the individual states that it is safe to do so while the family member is not with them.

More helpful information on asking the question is available on page 23 of the Domestic Abuse Protocol for Schools and Educational Settings [link at the end of this Policy and also reproduced below].

Asking the Question

Victims of domestic abuse are often too afraid or uncomfortable to raise the issue of abuse themselves. School staff should be prepared to ask questions sensitively, but directly.

For example:
- Can you tell me what’s been happening?
- You seem upset. How are things?
- Are you frightened of someone / something?
- How are things at home?
- Did someone hurt you?
- How did you get those injuries?
- Are you in a relationship in which you have been physically hurt or threatened by your partner/girlfriend/boyfriend?
- Have you ever been in such a relationship?
- Do you ever feel frightened by your partner/girlfriend/boyfriend or other people at home? For example, a family member.
- Are you (or have you ever been) in a relationship in which you felt you were badly treated? In what ways?
- Has your partner/girlfriend/boyfriend/family member destroyed things that you care about?
- Has your partner/girlfriend/boyfriend/family member ever threatened to harm your family? Do you believe that he/she would?
DOMESTIC ABUSE POLICY

- What happens when you and your partner/girlfriend/boyfriend/family member disagree?
- Has your partner/girlfriend/boyfriend/family member ever prevented you from leaving the house, seeing friends, getting a job or continuing in education?
- What would happen if you wanted to go out with friends?
- Does your partner/girlfriend/boyfriend/family member restrict your access to money, or access your Child Benefit or allowances?
- Has your partner/girlfriend/boyfriend/family member ever hit, punched, pushed, shoved or slapped you?
- Has your partner/girlfriend/boyfriend/family member ever threatened you with a weapon?
- Does your partner/girlfriend/boyfriend/family member use drugs or alcohol excessively? If so, how does he/she behave at this time?
- Do you ever feel you have to walk on eggshells around your partner/girlfriend/boyfriend/family member?
- Have the police ever been involved?
- Have you ever been physically hurt in any way when you or they were pregnant?
- Has your partner/girlfriend/boyfriend/family member ever threatened to harm any children? Or to take them away from you/their parent?

Basic Principles:

Make sure that the time and place is appropriate when asking the question e.g. not when he/she is about to be picked up from school by a parent or pick up the children, or go to work or another appointment or when there are other people around. If you suspect domestic abuse, make sure that the perpetrator is not likely to interrupt you or come into the school. If you need to complete a risk assessment, make sure you have plenty of time - there are 27 risk factors to go through.

Risk Assessment

If you suspect domestic abuse, a disclosure has been made to you or an agency or member of the public has shared concerns with you relating to domestic abuse you, or another competent member of staff within your school, must complete a DASH risk assessment with the victim. This could be for example your Designated Safeguarding Lead and/or someone who has completed Domestic Abuse training on DASH.

The DASH allows school staff to make an assessment of risk relating to domestic abuse and ultimately can help determine the course of action that is required. The assessment should be carried out at once, by the member of staff who identifies the concern wherever possible and safe. Where this is not appropriate the assessment should be carried out as soon as possible by the member of staff who identifies the concern or the colleague identified in the organisation's internal procedures.

There are 27 questions so please ensure that you are in a safe environment and that there is sufficient time to listen to the victim and complete the assessment. It is important that you document the answers and keep a record of the outcomes in line with your own agency protocols. Please refer to appendix three for the full DASH risk assessment. Or to make sure you are using the most up to date version you can download it from the Practitioner pages of Lincolnshire Domestic Abuse Website: https://www.lincolnshire.gov.uk/domestic-abuse/practitioners/risk-assessment/

Safeguarding Children Referral Process

If you believe a child or young adult under the age of 18 years might be suffering, or is likely to suffer significant harm (including any mistreatment or abuse), contact the Children Services
DOMESTIC ABUSE POLICY

CSC on 01522 782111. If it is outside normal office hours you can contact the Emergency Duty Team on 01522 782333. If your referral is assessed as a safeguarding concern then you will be required to complete the Safeguarding Referral Form as written confirmation of your referral. Send this via secure email (or post) to the locality area team as directed by the call advisor at the time of referral.

If your concern is in relation to an unborn child then you should follow the Lincolnshire Safeguarding Children Board Pre-birth protocol.

For all safeguarding children policies and procedures go to the LSCB website.

6. Response following disclosure or concern

When responding to domestic abuse employees are expected to adhere to the Referral Pathway in the Domestic Abuse Protocol for Schools and Educational Settings [Appendix 1] and page 27 onwards for appropriate processes of referral for all age ranges of those affected by domestic abuse.

In those circumstances where the victim is under 18 years and the perpetrator is 18 years or above, or if both victim and perpetrator are under 18 years this should also be treated as a child safeguarding concern. A referral/signposting can also be made to specialist domestic abuse services if aged 16/17 years. In the event that a child is known to be involved in a violent relationship, the member of staff should consider undertaking an Early Help Assessment. Should they subsequently decide they would like a consultation with an Early Help Advisor regarding their next steps this should be arranged. During the course of any such discussions the member of staff may find it helpful to consider with the Early Help Advisor whether the matter meets the threshold for social care intervention.

If the member of staff believes the child is at immediate risk then they should contact the police and initiate child protection procedures by contacting the Children’s Services Customer Services Centre (CSC) on 01522 782111 and reporting a safeguarding concern; e.g. a child involved in a relationship with a violent girlfriend / boyfriend. Outside of normal working hours contact should be made to the Emergency Duty Team on 01522 782333.

Professional Curiosity
The Domestic Abuse Protocol stresses the importance of professional curiosity. Employees must demonstrate a non-discriminatory approach and explore the issues and formulate judgements that translate into effective actions in their dealings with children, adults and families. This should be matched by an organisational culture which supports its employees in openness, constructive challenge and confidence to practice sensitive and challenging circumstances at the front line.

It is vital that employees understand the complexity of domestic abuse and are curious about what is happening in the child, adult and perpetrators life.

Professional curiosity is the capacity and communication skill to explore and understand what is happening within a family rather than making assumptions or accepting things at face value.
Employees should never avoid asking the difficult questions, sharing concerns with your Designated Safeguarding Lead [DSL] as a "fresh pair of eyes" looking at a case can really help to maintain good practice standards and develop a critical mind-set.

Inform the individual who has disclosed to you or of whom you have concerns for of the local support services in your area, so they can contact them either with you or either directly at their convenience.

Support to staff who may be affected by domestic abuse could be offered additional leave for appointments with solicitors or doctors or support services for example, the school/educational setting should be as flexible as possible to be able to accommodate the employee's requests.

Extra security could be offered for example if the employee is being stalked or harassed, you could offer a different parking space and way of entering the work place, start or finish time to enable a change in work pattern. Maybe allow no mention of that employee's name or picture in publicity at the school/educational setting, all of which reduce the risk to that individual while at work.

7. **Recording of information**

   Information recorded on any individual either studying or working at the school or educational setting should be stored in a safe manner, so not to heighten the risk to that individual, i.e. the abusive partner/family member may see the note and increase the abuse.

   For further information on how to manage the recording of information see page 26 of the Domestic Abuse Protocol for Schools and Educational Settings at the end of this policy.

8. **Staff Safety and Well Being**

   Employees are potentially at risk whenever they work with a family where one or more family members are violent. Employees should:
   - Be aware that domestic abuse is present but undisclosed or not known in many of the families they work with.

   Schools should ensure that employees have the appropriate training and skills for working with people experiencing Domestic Abuse; and use supervision sessions both to allow employees to voice fears about abuse in a family being directed at them; and also to check that safe practice is being followed in all cases where Domestic Abuse is known or suspected.

   Employees and managers should also be aware of the emotional impact of working with victims and/or perpetrators of domestic abuse and information and procedures for reducing risk of vicarious trauma.
9. Training

All school / educational setting employees are advised to complete domestic abuse training at some level.

Full details are available on page 36 of the Domestic Abuse Protocol for Schools and Educational Settings, Training Section:

- Basic Domestic Abuse Awareness E-learning.
- Full days face to face Domestic Abuse, Risk assessment & MARAC Training.

<table>
<thead>
<tr>
<th>Name/Title of Staff</th>
<th>Training</th>
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</thead>
<tbody>
<tr>
<td>The Designated safeguarding lead [DSL]</td>
<td>E-learning and face to face domestic abuse training to be completed 2017-18</td>
</tr>
<tr>
<td>All Teaching staff</td>
<td>E-Learning to be completed 2017-2018</td>
</tr>
<tr>
<td>All Support staff</td>
<td>DA Awareness delivered via the DSL as part of in-service days to be completed during 2018</td>
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</tbody>
</table>

These can be completed as part of the 5 year Safeguarding Training Pathway for all employees and there is also the expectation that employees will complete refresher training every 3 years.

10. No Recourse to Public Funds and the impact this has on children

There may be occasions where victims, children of victims, or carers may have an uncertain immigration status, which could prevent them from accessing services. The victim may be hesitant to take action against the perpetrator for fear of losing the right to remain in the UK. In some cases, victims have received threats of deportation from their partner or extended family if they report domestic abuse and have had their passports taken from them. Similarly, children may have had their passports taken away from them and may fear that they and/or their parent could be deported if they disclose domestic abuse in the family. This introduces an additional level of complexity and vulnerability and employees should be aware of this and ask the specific question if they think it is a potential issue.

This policy cannot prescribe specific actions in respect of this emerging and complex environment. However, employees should be aware that these issues create a complex challenge within safeguarding and can create an environment in which Child Sexual Exploitation, Modern Slavery and Human Trafficking might prosper.

We have a duty under numerous pieces of legislation to recognise threat, risk and harm and to take steps to safeguard. All employees should feel comfortable to intervene and make good professional decisions and escalate to the DSL for appropriate levels of decision making.
11. **Key Contacts**

**Specialist Domestic Abuse Services:**
These Lincolnshire services provide support for female and male victims aged over 16 years and their children affected by domestic abuse.

**Boston and South Holland:**
Boston & South Holland Domestic Abuse Service  
[www.bostonmayflower.org.uk](http://www.bostonmayflower.org.uk), 01205 318600 Mon-Fri 9am-5pm  
[www.bostonwomensaid.org.uk](http://www.bostonwomensaid.org.uk) 01205 311272 Mon-Fri 9am-5pm

**East Lindsey:**
East Lindsey Domestic Abuse Service  
[www.personalisedsupport.co.uk](http://www.personalisedsupport.co.uk), 01507 609830 Mon-Fri 9am-5pm

Lincoln, North Kesteven, South Kesteven and West Lindsey:  
West Lincolnshire Domestic Abuse Service  
[www.wldas.org.uk](http://www.wldas.org.uk), 01427 616219 or 01522 510041 Mon-Fri 9am-5pm

**SARC [Sexual Assault Referral Centre]:**
Provides a safe environment where victims of Rape, Sexual Assault or Sexual Abuse can get support and advice. They also provide the possibility of making a report to the police and undertaking a forensic examination. They are open to all victims, regardless of whether they want to report a crime to the police or not.

info@springlodge.org, [www.springlodge.org](http://www.springlodge.org) 01522 524402 - Mon - Fri 9am till 5pm  
01371 812686 - at any other time

**National Services:**

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<tr>
<th>24-hour national Domestic Abuse Helpline</th>
<th>Shelter</th>
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<tr>
<th>Forced Marriage Unit</th>
<th>Samaritans</th>
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<tr>
<td><a href="http://www.foc.gov.uk/forcedmarriage">www.foc.gov.uk/forcedmarriage</a> , 020 7008 0151 9am to 5pm Mon – Fri</td>
<td><a href="http://www.samaritans.org.uk">www.samaritans.org.uk</a> , 08457 90 90 90</td>
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<table>
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<tr>
<th>Men’s Advice Line</th>
<th>Victim Support</th>
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<tr>
<td><a href="http://www.mensadviceline.org.uk">www.mensadviceline.org.uk</a> , 0808 801 0327</td>
<td><a href="http://www.victimsupport.org.uk">www.victimsupport.org.uk</a> , 0300 3031947</td>
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<p>| Mankind | Network for Surviving Stalking |</p>
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<tr>
<th>DOMESTIC ABUSE POLICY</th>
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<tr>
<td><a href="http://www.mankind.org.uk">www.mankind.org.uk</a></td>
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<tr>
<td>01823 334244</td>
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<td></td>
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<tr>
<td>Galop</td>
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<tr>
<td>Support helpline for LGBT victims of domestic abuse</td>
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<td><a href="http://www.galop.org.uk">www.galop.org.uk</a> 0300 999 5428</td>
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12. **Key Resources**

Educations Domestic Abuse Resource Pack available via the Stay Safe Partnership website [Stay Safe Partnership Website](#) and the Practitioner pages of the Lincolnshire Domestic Abuse Website. [Lincolnshire Domestic Abuse Website](#)

*Keeping Children Safe in Education; Statutory guidance for schools and colleges*

There are many resources available for schools to use regarding domestic abuse, covering all age ranges from Reception to Sixth Form.

**National Workshop Packages:**

'Expect Respect' — pre-planned workshops aimed at reception to sixth form.

'Can You See Me' and 'Disrespect Nobody' — both aimed at Secondary schools to sixth form and both come with DVDs and pre-planned workshops.

All available from the [Stay Safe Partnership Website](#) and/or the Practitioner pages of the [Lincolnshire Domestic Abuse Website](#)

**Local Resources:**

All available from the Practitioner pages of the [Lincolnshire Domestic Abuse Website](#)

- A3 Female victim poster
- A3 male victim poster
- A3 older person financial abuse poster
- A3 & A4 older person emotional abuse poster
- A4 Female poster [English] [Latvian] [Lithuanian] [Polish]
- A4 male victim poster [English] [Latvian] [Lithuanian] [Polish]
- A4 older person financial abuse poster [English] [Latvian] [Polish]
- A4 older person emotional abuse poster [Latvian] [Lithuanian] [Polish]
- A4 impact on the child Poster
- A4 Teen poster — Draw the Line
- A4 Teen poster — Poem
- A4 Teen poster — Stick men
- Z-Card
- Are you experiencing domestic abuse leaflet
- Quiz sheet
- Domestic Abuse Practitioner DASH Guide
- Survivor Card
- Practitioner's MARAC guide
- Victim's MARAC guide
- IDVA MARAC guide
- A3 Friends, Family & Work Colleagues Poster, Female
- A3 Friends, Family & Work Colleagues Poster, Male
- Friends, Family & Work Colleagues Leaflet
APPENDICES (TAKEN FROM THE DOMESTIC ABBUSE RESOURCE PACK FOR SCHOOLS AND EDUCATION SETTINGS (SEPTEMBER 2016):

1. Referral Pathway
2. Domestic Abuse, Stalking and Honour Based Violence [DASH] Risk Assessment
3. DASH Risk Assessment Guidance
4. Advice for School staff on Mandatory Reporting of Female Genital Mutilation
5. (Note: Appendix 5 is the Sample LCC policy, hence not included here)
6. MARAC Education Information Pro Forma
7. Domestic Abuse Charter

Appendices
Appendix 1 – Referral pathway

Complete DASH Risk Assessment

For Domestic Abuse including where there is a pattern of stalking or harassment behaviour then please complete the DASH Risk Assessment – go to www.lincolnshire.gov.uk/domesticabuse/practitioners for the latest version. You will need a user name and password to access this area.

If a child or adult is suffering or likely to suffer significant harm complete a referral to children or adult services (see page 27)
In an emergency dial 999

High Risk Referral (MARAC)
If the risk assessment score is 14 or above, there is escalation of the abuse either in frequency or severity or you have a professional concern about risk (even if score is lower than 14) complete a referral to MARAC via your MARAC representative. Ensure that the service user(s) is flagged on your systems as a MARAC case.

If you identify a child/ren that need additional support complete an Early Help Assessment and initiate a TAC (see page 28)

Specialist DA Services
If the service user is not deemed to be at high risk of further serious harm or death you must ensure that information has been provided about how to access specialist domestic abuse support and that they are able to access that support. This should be documented.

Refer to or signpost to specialist
- Specialist Domestic Abuse Support:
  If you live in:
  Boston or South Holland call 01205 311272/01205 318600
  East Lindsey call 01507 609830
  West Lindsey, Lincoln, North Kesteven or South Kesteven call 01427 616219/01522 510041
  National Domestic Violence Helpline 0808 2000 247
  Forced marriage unit 020 7008 0151
  Galop 0300 999 5428
  Men's DA Advice Line 0808 8024040
  Refuge - Supported Accommodation for Male Victims 01753 549865
  National Stalking Helpline 0808 820 0300
  Victim Support 0300 3031947
  Sexual Assault Referral Centre 01522 524402 & out of hours 01371 812686
  Shelter 0808 800 4444

Responsibility to safeguard adults or children remains the responsibility of the agency and is not transferred to the MARAC or specialist services.

If you become aware of further domestic abuse following the MARAC consider making a repeat referral to MARAC via your MARAC representative

Risk is dynamic. If the risk to a victim, previously not considered to be high risk, increases you should consider completing another DASH and making a referral to MARAC
Appendix 2 - The Domestic Abuse, Stalking and Honour Based Violence (DASH) Risk Assessment:

DASH RISK ASSESSMENT
(Version 3.0, April 2015)

Name of victim: Date of completion:

How to use the form:
Before completing this form for the first time we recommend that you read the DASH Risk Assessment Guidance 2015 (available from the practitioner pages at www.domesticabuselincolnshire.com) Risk is dynamic and can change very quickly. It is good practice to review the checklist after a new incident.

OASYS Definition of Serious Harm:
Harm which is life threatening or traumatic and from which recovery, whether physical or psychological, can be expected to be difficult or impossible.

Definition of level of Risk:
HIGH – There are identifiable indicators of risk of SERIOUS harm. The potential event COULD happen at ANY TIME and the impact would be SERIOUS.
MEDIUM – There are identifiable indicators of risk of harm. The offender has the potential to cause harm but is UNLIKELY to do so UNLESS there is a change in circumstances, e.g. loss of accommodation, failure to take medicine.
STANDARD – No Significant CURRENT indicators of risk of harm.

Recommended Referral Criteria to MARAC
1. Professional judgement: if a professional has serious concerns about a victim’s situation, they should refer the case to MARAC. There will be occasions where the particular context of a case gives rise to serious concerns even if the victim has been unable to disclose the information that might highlight their risk more clearly. This could reflect extreme levels of fear, cultural barriers to disclosure, immigration issues or language barriers particularly in cases of 'honour'-based violence. This judgement would be based on the professional’s experience and/or the victim’s perception of their risk even if they do not meet criteria 2 and/or 3 below.

2. ‘Visible High Risk’: the number of ‘ticks’ on this checklist. If you have ticked 14 or more ‘yes’ boxes the case would normally meet the MARAC referral criteria.

3. Potential Escalation: There is an increase in the frequency or severity of the abuse.

What next:
If any of the above Criteria are appropriate you should consider referring the case to MARAC, by completing a ‘Referral to MARAC’ form.

Always consult first with your manager and/or MARAC representative before submitting the referral.

You should always consider and take appropriate action to provide immediate service response necessary to keep the victim safe.

Private and Confidential when completed
### Appendix 2 - The Domestic Abuse, Stalking and Honour Based Violence (DASH) Risk Assessment:

**DASH RISK ASSESSMENT**  
(Version 3.0, April 2015)

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Don't Know</th>
<th>State source of info if not the victim e.g. police officer</th>
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<tbody>
<tr>
<td>Has the current incident resulted in injury? (Please state what and whether this is the first injury.)</td>
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<td>Are you very frightened?</td>
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<td>What are you afraid of? Is it further injury or violence? (Please give an indication of what you think (name of abuser(s)) might do and to whom, including children).</td>
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<td>Do you feel isolated from family/friends i.e. does (name of abuser(s)) try to stop you from seeing friends/family/doctor or others?</td>
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<td>Are you feeling depressed or having suicidal thoughts?</td>
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<td>Have you separated or tried to separate from (name of abuser(s)) within the past year?</td>
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<td>Is there conflict over child contact?</td>
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<td>Does (……) constantly text, call, contact, follow, stalk or harass you? (Please expand to identify what and whether you believe that this is done deliberately to intimidate you? Consider the context and behaviour of what is being done.)</td>
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<tr>
<td>Are you currently pregnant?</td>
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<td>Or have you recently had a baby (within the last 18 months)?</td>
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<tr>
<td>Are there any children, step-children that aren’t (……) in the household.</td>
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<tr>
<td>Or are there any other dependants in the household (i.e. older relatives)</td>
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<tr>
<td>Has (……) ever hurt the children / dependants?</td>
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<tr>
<td>Has (……) ever threatened to hurt or kill the children / dependants?</td>
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<tr>
<td>Is the abuse happening more often?</td>
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<tr>
<td>Is the abuse getting worse?</td>
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<tr>
<td>Does (……) try to control everything you do and / or are they excessively jealous? (In terms of relationships, who you see, ‘being policed at home’, telling you what to wear for example. Consider honour based violence and stalking and specify the behaviour)</td>
<td></td>
<td></td>
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</tbody>
</table>

Private and Confidential when completed
# Appendix 2 - The Domestic Abuse, Stalking and Honour Based Violence (DASH) Risk Assessment:

**DASH RISK ASSESSMENT**

(Version 3.0, April 2015)

Tick box if factor is present. Please use the comment box at the end of the form to expand on any answer.

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes (tick)</th>
<th>No</th>
<th>Don't Know</th>
<th>State source of info if not the victim</th>
</tr>
</thead>
<tbody>
<tr>
<td>16. Has (...) ever used weapons or objects to hurt you?</td>
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<tr>
<td>17. Has (...) ever threatened to kill you or someone else and you believed them? (If yes, tick who.)</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>You □ Children □ Other (please specify) □</td>
<td></td>
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<td>18. Has (...) ever attempted to strangle/choke/suffocate/drown you?</td>
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<td>Comment:</td>
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<td>19. Does (...) do or say things of a sexual nature that make you feel bad or that physically hurt you or someone else? (If someone else, specify who.)</td>
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<td>Comment:</td>
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<td>20. Is there any other person who has threatened you or who you are afraid of? (If yes, please specify whom and why. Consider extended family if HBV.)</td>
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<td>21. Do you know if (...) has hurt anyone else? (Please specify whom including the children, siblings or elderly relatives. Consider HBV.)</td>
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<tr>
<td>Children □ Another family member □</td>
<td></td>
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<tr>
<td>Someone from a previous relationship □ Other (please specify) □</td>
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<td>22. Has (...) ever mistreated an animal or the family pet?</td>
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<td>23. Are there any financial issues? For example, are you dependent on (...) for money/have they recently lost their job/other financial issues?</td>
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<td>24. Has (...) had problems in the past year with drugs (prescription or other), alcohol or mental health leading to problems in leading a normal life?</td>
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<tr>
<td>Drugs (state which ones) □</td>
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<tr>
<td>Alcohol (please provide relevant details) □</td>
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<tr>
<td>Mental Health (please provide relevant details) □</td>
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<td>25. Has (...) ever threatened or attempted suicide?</td>
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<td>Comment:</td>
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<td>26. Has (...) ever broken bail/an injunction and/or formal agreement for when they can see you and/or the children? (You may wish to consider this in relation to an ex-partner of the perpetrator if relevant.)</td>
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<tr>
<td>Bail conditions □ Non Molestation/Occupation Order □</td>
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<tr>
<td>Child Contact arrangements □ Forced Marriage Protection Order □</td>
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<tr>
<td>Other □</td>
<td></td>
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<td>27. Do you know if (...) has ever been in trouble with the police or has a criminal history? (If yes, please specify.)</td>
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<tr>
<td>DV □ Sexual violence □ Other violence □ Other □</td>
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</tbody>
</table>

Total 'yes' responses

Private and Confidential when completed
For consideration by professional: Is there any other relevant information (from victim or professional) which may increase risk levels? Consider victim's situation in relation to disability, substance misuse, mental health issues, cultural/language barriers, 'honour'-based systems and minimisation. Are they willing to engage with your service? Describe:

Consider abuser's occupation/interests - could this give them unique access to weapons? Describe:

What are the victim's greatest priorities to address their safety?

Do you believe that there are reasonable grounds for referring this case to MARAC? Yes / No
If yes, have you made a referral? Yes/No
Signed: __________________________ Date: ________________

Do you believe that there are risks facing the children in the family? Yes / No
If yes, please confirm if you have made a referral to safeguard the children: Yes / No
Date referral made ..............................................................
Signed: __________________________ Date: ________________
Name: __________________________

Practitioner's Notes

Note: The Lincolnshire Police risk assessment is slightly different and certain questions are highlighted as they act as an additional alert for further action (agreed by National Police Chiefs' Council).

Private and Confidential when completed
Appendix 3: DASH RISK ASSESSMENT GUIDANCE  
(Version 3.0, April 2015)  

You may be looking at this checklist because you are working in a professional capacity with a victim of domestic abuse. These notes are to help you understand the significance of the questions on the checklist. Domestic abuse can take many forms but it is usually perpetrated by men towards women in an intimate relationship such as boyfriend/girlfriend, husband/wife. This checklist can also be used for lesbian, gay, bisexual relationships and for situations of ‘honour’-based violence or family violence. Domestic abuse can include physical, emotional, mental, sexual or financial abuse as well as stalking and harassment. They might be experiencing one or all types of abuse; each situation is unique. It is the combination of behaviours that can be so intimidating. It can occur both during a relationship or after it has ended.

✔ The purpose of DASH is to give a consistent and simple tool for practitioners who work with adult victims of domestic abuse in order to help them identify those who are at high risk of harm and whose cases should be referred to a MARAC meeting in order to manage their risk. If you are concerned about risk to a child or children, you should make a referral to ensure that a full assessment of their safety and welfare is made.

✔ DASH should be introduced to the victim within the framework of your agency’s:
- Confidentiality Policy
- Information Sharing Policy and Protocols
- MARAC Referral Policies and Protocols

✔ Before you begin to ask the questions:
- Establish how much time the victim has to talk to you? Is it safe to talk now? What are safe contact details?
- Establish the whereabouts of the perpetrator and children;
- Explain why you are asking these questions and how it relates to the MARAC

✔ Whilst you are asking the questions:
- Identify early on who the victim is frightened of — ex-partner/partner/family member
- Use gender neutral terms such as partner/ex-partner. By creating a safe, accessible environment LGBT victims accessing the service will feel able to disclose both domestic abuse and their sexual orientation or gender identity.

✔ Revealing the results of DASH to the victim: Telling someone that they are at high risk of serious harm or homicide may be frightening and overwhelming for them to hear. It is important that you state what your concerns are by using the answers they gave to you and your professional judgement. It is then important that you follow your area’s protocols when referring to MARAC and Children’s Services. Equally, identifying that someone is not currently high risk needs to be managed carefully to ensure that the person doesn’t feel that their situation is being minimised and that they don’t feel embarrassed about asking for help. Explain that these factors are linked to homicide and serious harm and that if s/he experiences any of them in future, that they should get back in touch with your service or with the emergency services on 999 in an immediate crisis.

✔ Please pay particular attention to a practitioner’s professional judgement in all cases. The results from a checklist are not a definitive assessment of risk. They should provide you with a structure to inform your judgement and act as prompts to further questioning, analysis and risk management whether via a MARAC or in another way.

✔ Resources: Be sure that you have an awareness of the safety planning measures you can offer, both within your own agency and other agencies. Be familiar with local and national resources to refer the victim to, including specialist services. The following websites and contact details may be useful to you:
- www.domesticabuseLincolnshire.com
- West Lincolnshire Domestic Abuse Service — 01522 510014 or 01427 616219
- East Lindsey Domestic Abuse Service — 01507 609830
- Boston & South Holland Domestic Abuse Service — 01205 318600 or 01205 311272
Appendix 3:  DASH RISK ASSESSMENT GUIDANCE
(Version 3.0, April 2015)

We ask about PHYSICAL ABUSE in questions 1, 13, 14, 16, 18, 21, 22 & 26.
✓ Physical abuse can take many forms from a push or shove to a punch, use of weapons, choking or strangulation.
✓ You should try and establish if the abuse is getting worse, or happening more often, or the incidents themselves are more serious. If your client is not sure, ask them to document how many incidents there have been in the last year and what took place. They should also consider keeping a diary marking when physical and other incidents take place.
✓ Try and get a picture of the range of physical abuse that has taken place. The incident that is currently being disclosed may not be the worst thing to have happened.
✓ The abuse might also be happening to other people in their household, such as their children or siblings or elderly relatives.
✓ Sometimes violence will be used against a family pet.
✓ If an incident has just occurred the victim should call 999 for assistance from the police. If the victim has injuries they should try and get them seen and documented by a health professional such as GP or A&E Nurse.

We ask whether the victim is experiencing any form of SEXUAL ABUSE in question 19.
✓ Sexual abuse can include the use of threats, force or intimidation to obtain sex, deliberately inflicting pain during sex, or combining sex and violence and using weapons.
✓ If the victim has suffered sexual abuse you should encourage them to get medical attention and to report this to the police. See above for advice on finding a Sexual Assault Referral Centre which can assist with medical and legal investigations.

COERCION, THREATS AND INTIMIDATION is covered in questions 2, 3, 6, 8, 17, 20, 21, 22, 26 & 27.
✓ It is important to understand and establish: the fears of the victim/victims in relation to what the perpetrator/s may do; who they are frightened of and who they are frightened for (i.e. children/siblings). Victims usually know the abusers behaviour better than anyone else which is why this question is significant.
✓ In cases of ‘Honour’ Based Violence there may be more than one abuser living in the home or belonging to the wider family and community. This could also include female relatives.
✓ Stalking and harassment becomes more significant when the abuser is also making threats to harm themselves, the victim or others. They might use phrases such as “If I can’t have you no one else can…”
✓ Other examples of behaviour that can indicate future harm include obsessive phone calls, texts or emails, uninvited visits to the victim’s home, workplace etc, loitering and destroyed or vandalised property.
✓ Advise the victim to keep a diary of these threats, when and where they happen, if anyone else was with them and if the threats made them feel frightened.
✓ Separation is a dangerous time: establish if the victim has tried to separate from the abuser or has been threatened about the consequences of leaving. Being pursued after separation can be particularly dangerous.
✓ Victims of domestic abuse sometimes tell us that the perpetrators harm pets, damage furniture and this alone makes them frightened without the perpetrator needing to physically hurt them. This kind of intimidation is common and often used as a way to control and frighten.
✓ Some perpetrators of domestic abuse do not follow court orders or contact arrangements with children. Previous violations may be associated with an increase in risk of future violence.
✓ Some victims feel frightened and intimidated by the criminal history of their partner/ex-partner. It is important to remember that offenders with a history of violence are at increased risk of harming their partner, even if the past violence was not directed towards intimate partners or family members, except for ‘honour’-based violence, where the perpetrator(s) will commonly have no other recorded criminal history.
ECONOMIC ABUSE – Question 23

✓ Victims of domestic abuse often tell us that they are financially controlled by their partners/ex-partners. Consider how the financial control impacts on the safety options available to them. For example, they may rely on their partner/ex-partner for an income or do not have access to benefits in their own right. The victim might feel like the situation has become worse since their partner/ex-partner lost their job.

✓ The Citizens Advice Bureau or the local specialist domestic abuse support service will be able to outline to the victim the options relating to their current financial situation and how they might be able to access funds in their own right.

CHILDREN & PREGNANCY – Questions 7, 9, 10, 11, 12 & 20 refer to being pregnant and children and whether there is conflict over child contact.

✓ The presence of children including step children can increase the risk of domestic abuse for the mother. They too can get caught up in the violence and suffer directly.

✓ Physical violence can occur for the first time or get worse during pregnancy or for the first few years of the child's life. There are usually lots of professionals involved during this time, such as health visitors or midwives, who need to be aware of the risks to the victim and children, including an unborn child.

✓ The perpetrator may use the children to have access to the victim, abusive incidents may occur during child contact visits or there may be a lot of fear and anxiety that the children may be harmed.

✓ Please follow your local Child Protection Procedures and Guidelines for identifying and making referrals to Children’s Services.

We ask about EMOTIONAL ABUSE and ISOLATION in questions 4, 5 & 15. This can be experienced at the same time as the other types of abuse. It may be present on its own or it may have started long before any physical violence began. The result of this abuse is that victims can blame themselves and, in order to live with what is happening, minimise and deny how serious it is. As a professional you can assist the victim in beginning to consider the risks the victim and any children may be facing.

✓ The victim may be being prevented from seeing family or friends, from creating any support networks or prevented from having access to any money.

✓ Victims of 'honour' based violence talk about extreme levels of isolation and being 'policed' in the home. This is a significant indicator of future harm and should be taken seriously.

✓ Due to the abuse and isolation being suffered victims feel like they have no choice but to continue living with the abuser and fear what may happen if they try and leave. This can often have an impact on the victim's mental health and they might feel depressed or even suicidal.

✓ Equally the risk to the victim is greater if their partner/ex-partner has mental health problems such as depression and if they abuse drugs or alcohol. This can increase the level of isolation as victims can feel like agencies won't understand and will judge them. They may feel frightened that revealing this information will get them and their partner into trouble and, if they have children, they may worry that they will be removed. These risks are addressed in questions 21 & 22.
Appendix 4 – Advice for School Staff on Mandatory Reporting of Female Genital Mutilation

Mandatory reporting of FGM.pdf
Appendix 6 – MARAC Education Information Pro Forma

MARAC – EDUCATION INFORMATION

Please complete and return this form, within two working days, with as much information known to you, for the purpose of the MARAC (Multi Agency Risk Assessment Conference).

The role of the MARAC in improving outcomes and reducing risks for victims of Domestic Violence and their families constitutes part of the Lincolnshire safeguarding strategy with which all services must engage. MARAC provides a forum for all agencies to exchange information and includes Housing, Police, Social Care, Probation, Health and Education.

Schools and Academies are vital partners in this process. Staff have daily contact with family members and are at the forefront of safeguarding and responding to changing circumstances or developments. As such, information held by education is paramount to ensuring a cohesive and responsive safeguarding strategy is in place for this family. All schools and Academies are required to contribute relevant information for a pupil identified as part of this process.

All information exchanged between school and MARAC must be treated with utmost confidentiality and therefore the form must be completed by the Head Teacher or the Designated Safeguarding Lead (DSL).

PLEASE SEE MARAC REFERRAL ATTACHED.

CONSENT GIVEN: Yes  No

(WHEN CONSENT IS NOT GIVEN, SCHOOL SHOULD BE MINDFUL OF ANY DISCUSSIONS WITH PARENTS REGARDING MARAC)

<table>
<thead>
<tr>
<th>CHILD/REN NAME:</th>
<th>DOB:</th>
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<tr>
<td>SCHOOL ATTENDING:</td>
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<td>ADDRESS:</td>
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<tr>
<td>Confirm details correct: Yes  No  No  If No, add new details</td>
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</table>
Date child started at your school:

Attendance: please provide an absence percentage breakdown

Have the parents been subject to proceedings in relation to non-attendance? e.g. FPN

Were you aware of the Domestic Violence incident?

If Yes, how did it present itself? e.g. parent/child told school; social services involvement

Now you are aware, what can be/is being offered through school to support child/family?

Is the pupil open to TAC/CIN/CP or in Care/Adopted? (if Yes please provide name of Lead Professional/Social Worker

Is the pupil statemented or open to ESCO? If Yes, please provide details of conditions

Has the pupil displayed any recent change of behaviour, demeanour, attitude?

Is there any known history of drug or alcohol dependency within the family?

Are there any arrangements or restrictions regarding adults with access to the pupil? e.g. drop off/pick arrangements) Molestation orders, etc

Are there religious or cultural reasons to believe that the child is at risk? e.g. FMG or forced marriage

Is there concern about the parent/carer’s ability to protect the child from harm?

Have you made safeguarding referral to children’s social services in relation to this pupil/family? If Yes, please provide dates and details

Completed by: Date:

Please return this pro forma via email to educationmarac@lincolnshire.gov.uk or for advice and information on competing this report please contact Miriam Shucksmith on 07825 725 227.
Appendix 7 - Domestic Abuse Charter (revised version September 2016)

The Lincolnshire Domestic Abuse Strategic Management Board has agreed a multi-agency Domestic Abuse Charter outlining 10 standards that partner agencies should aim to achieve in order to effectively respond to victims, perpetrators and families affected by domestic abuse (revised version July 2016). The Charter is a quality assurance and best practice tool.

<table>
<thead>
<tr>
<th>Standard</th>
<th>Guidance</th>
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| 1 That the school or educational setting that I represent understands the realities of domestic abuse and its impact on, and cost to, the services it provides. | This can be done through the LCC School Advisor who you can report the following into. Data could include:  
The number of service users reporting DA  
The percentage of workload that is DA related  
How many of those who report DA have been risk assessed?  
Number of MARAC referrals made.  
Number of repeat MARAC referrals made  
Number of referrals to specialist domestic abuse services made  
Demographics of people reporting DA.  
Routine enquiry - how many people asked? How many positively responded?  
Details of complex needs  
Child and adult safeguarding referrals made for domestic abuse cases.  
Outcomes of cases with DA. |
<p>| Data to be shared within the DASMB |<br />
| 2 Domestic Abuse material is displayed by the school in appropriate formats for young people and relevant to local communities. Information about domestic abuse is included on the school websites with links to the Lincolnshire DA website | Ensure that DA material is on display in reception areas, waiting rooms, toilets, meeting rooms etc. This can be material produced by the County DA Team or the schools own information. Literature should give information about where to get help, the county DA website and should be relevant to female and male victims and appeal to all ages. Consider translating information into different languages. Ensure that there is information on your website about domestic abuse and links to the County DA website. |</p>
<table>
<thead>
<tr>
<th>Standard</th>
<th>Guidance</th>
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</table>
| 3 | That there is an effective domestic abuse policy/protocol or guidance in place detailing how the school/educational setting will respond to domestic abuse. | An effective DA Policy/procedure would include:  
- A positive statement from the agency that domestic abuse will not be tolerated,  
- Training details - who requires training, at what level and how often it must be refreshed  
- Induction plans  
- Supervision  
- How to identify DA  
- When and how to risk assess, using the DASH risk assessment  
- Links to safeguarding policies/procedures  
- How and where to record information  
- Safety planning work  
- Referral pathways to MARAC and specialist DA services  
- Agency commitment to victims and perpetrators.  
- Liaison with other agencies  
- Quality assurance systems to ensure effective case management and policy/procedures are being adhered to |
| 4 | That risk identification, risk assessment and risk management processes, for victims, perpetrators and children are fully embedded within the school/educational setting I represent | Robust plans in place to ensure that DA and safeguarding is embedded within the agency, that the plans are reviewed and there is a quality assurance system in place to ensure all staff are adhering to the plans/policies/procedures. |
| 5 | That there is full participation by the school/educational setting I represent within the MARAC process for High Risk Victims | Full participation includes:  
- Checking Modus to see whether any of the people on the MARAC system are known to your agency – carried out by the LCC MARAC Representative  
- Good research for each MARAC case  
- Systems in place to flag and tag MARAC cases on internal systems  
- Attendance and participation at MARAC – carried out by the LCC MARAC |
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<tr>
<th>Standard</th>
<th>Guidance</th>
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<tbody>
<tr>
<td>6 That all appropriate referral/signposting pathways are in place for</td>
<td>Should be evidenced within standard 3. i.e. you should know who the DA specialist provider are in your area, how to refer them and be insuring that this happens consistently.</td>
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<tr>
<td>those who are not High Risk victims</td>
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<tr>
<td>7 That staff who require Domestic Abuse training have been identified</td>
<td>This should also be part of the DA policy/procedure and there is now a Training Plan as part of the Education Domestic Abuse Protocol for Schools and Educational Settings in Lincolnshire. Which should help to highlight what training is available for different staff members.</td>
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<tr>
<td>and the level of training required assessed and that all identified</td>
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<tr>
<td>staff have completed the training to the required level</td>
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<tr>
<td>8 School staff routinely discuss safety measures with the victim/children</td>
<td>There is advice on safety planning within the Education Domestic Abuse Protocol on page 23 and also on the 'Help and Support' page of the Domestic Abuse Website <a href="http://www.domesticabuselincolnshire.com">www.domesticabuselincolnshire.com</a></td>
</tr>
<tr>
<td>and provide relevant information and support</td>
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<td>9 That there is representation of schools/educational settings at the</td>
<td>This is to be achieved by the MARAC Representatives department within Lincolnshire County Council. To achieve this standard there should be at least 75% attendance rate of the meetings.</td>
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<tr>
<td>Domestic Abuse Strategic Management Board and Domestic Abuse Delivery</td>
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<tr>
<td>Group</td>
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<tr>
<td>10 The school/educational setting has an employee policy for staff</td>
<td>This does not have to be separate to the schools DA policy and can also be guidance for employees and managers, a procedure or a protocol. It is sufficient to include the following information in a schools safeguarding policy/procedure or DA policy/procedure. A good employee policy/procedure/guidance for staff should include:</td>
</tr>
<tr>
<td>experiencing or perpetrating domestic violence</td>
<td>- Statement of commitment from the employer</td>
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<td>- Training requirements of managers</td>
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</table>
- Information for employees about where to get help
- Management of perpetrators - this may also be included in the Code of Conduct
- Advice for managers about signs that domestic abuse may be happening to an employee or colleague
- Information about risk assessment
- Safety Planning advice
- Support within the agency
- Special leave policy i.e. granting time for solicitors appointments, police interviews etc.
- Consideration of temporary redeployment, especially if the employee is at risk of stalking and harassment
- Links with Lone Working Policy in relation to domestic abuse and risk to victims