



Cabinet
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Policy for Residents Experiencing Domestic Abuse

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Portfolio: Supporting people

Ward(s) Affected: All

Purpose of the Report:

This report details the purpose of the Domestic Abuse Housing Alliance (DAHA) accreditation and a Policy for Residents Experiencing Domestic Abuse.

Recommendations:

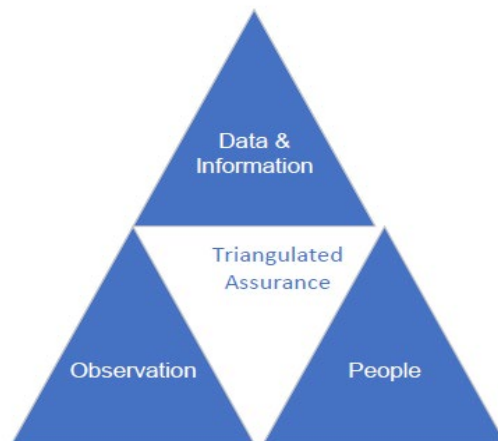
1. Cabinet to agree the policy for supporting residents experiencing domestic abuse.

1. Summary

- 1.1 A specific policy for residents experiencing and perpetrating Domestic Abuse is essential to give clear and succinct information about what our services can provide. This policy encompasses all the services we offer to adults and children experiencing domestic abuse.
- 1.2 The Policy for Residents Experiencing Domestic Abuse has been written to invite, empower and enable victims/survivors to disclose their experiences, safely, knowing that they will be believed and supported to make choices.
- 1.3 The Policy for Residents Experiencing Domestic Abuse outlines our approach to perpetrators of domestic abuse.
- 1.4 The Policy aligns with the One Team values to be Resident Focused and to ensure that services are designed around our resident needs.

2. Background

- 2.1 The Domestic Abuse Act 2021 has placed greater responsibilities on Local Authorities on how they treat victim/survivors of domestic abuse.
- 2.2 Within our response to the Act, we are working to achieve Domestic Abuse Housing Alliance (DAHA) accreditation by autumn 2024, as agreed by the Corporate Leadership Team (CLT).
- 2.3 DAHA launched in September 2014 as a national partnership between three agencies: Peabody (Housing Association), Gentoo (Housing Association) and Standing Together Against Domestic Violence (Charity).
- 2.4 The Domestic Abuse Housing Alliance's (DAHA) mission is to improve the housing sector's response to domestic abuse. Their award-winning accreditation is being adopted by local authorities and housing providers across the country.
- 2.5 In 2021 all Local Authorities in Norfolk agreed to work towards achieving DAHA Accreditation. Housing Associations including Saffron Housing Trust, are also working towards achieving DAHA Accreditation.
- 2.6 DAHA use a triangulated assurance approach to ensure standards of good practice are embedded in the organisation and workforce. Policies are a key part of the Data & Information Assessment, which includes seven other priority standards. DAHA will review Case Studies and Case Reviews as part of Observation and will speak with key stakeholders in the People assessment.
- 2.7 DAHA's Triangulated Assurance Method of Assessment:



2.8 DAHA Accreditation (Foundation Level) will be in place for three years before reassessment is carried out.

2.9 For the purpose of this report a resident will be defined as someone resident to the district of South Norfolk, or someone needing to flee from domestic abuse to South Norfolk Council

3. Current positions/findings

3.1 Our Housing data recorded an average of 13 cases of Domestic Abuse each month across both Councils for most of 2023.

3.2 In October 2023 we recorded a 62% rise in homelessness as a result of Domestic Abuse recorded compared to the same month in 2022.

3.3 We have policies that refer to our services regarding domestic abuse. At present we do not have a single policy which encompasses existing policies and reflects our approach for residents experiencing Domestic Abuse.

3.4 This policy complements existing policies and enhances the comprehensive support we offer to Residents experiencing Domestic Abuse.

3.5 No change of service delivery is required to implement this policy.

4. Proposed action

4.1 Our Policy for Residents Experiencing Domestic Abuse is based on DAHA's values and principles.

4.2 The policy includes the support we offer from our Help Hub and Housing, including the Sanctuary Scheme and Tenancy support. It outlines our support for children affected by Domestic Abuse and our approach to perpetrator management.

- 4.3 The policy includes our involvement with multi-agency working and support for those with no recourse to public funds (NRPF).
- 4.4 The Policy will form part of our Communication Strategy and Publicity and Awareness Raising Campaign which highlight the support we offer to residents and staff affected by Domestic Abuse.
- 4.5 A copy of the Policy is at Appendix 1.
- 4.6 Mandatory training on Domestic Abuse is being rolled out to all staff during 2024. Our Domestic Abuse Champions are being re-launched in January 2024. Further training will be available to managers and specialist support staff to enhance our response to Domestic Abuse and reinforce our 'zero tolerance' approach. A new staff domestic abuse policy is being produced as part of our DAHA Accreditation.

5. Other options

- 5.1 Having a Policy for Residents Experiencing Domestic Abuse is condition of achieving DAHA Accreditation. Should we not implement, this would seriously impair our ability to achieve accreditation.

6. Issues and risks

- 6.1 **Resource Implications** – This policy has been developed by the DAHA Programme Lead, within existing DAHA budget. There is no financial impact and/or impact on staff or property.
- 6.2 **Legal Implications** – copy of the Policy has been sent to the Monitoring Officer. There are no legal implications.
- 6.3 **Equality Implications** – The policy reflects the gendered nature of domestic abuse and that children are recognised as victims/survivors of domestic abuse (DA Act 2021). It recognises these diverse needs of our communities and is accessible to all.
- 6.4 **Environmental Impact** – there are no environmental impacts from this policy.
- 6.5 **Crime and Disorder** – support for residents experiencing domestic abuse will not adversely impact upon crime and disorder.
- 6.6 **Risks** – None.

7. Conclusion

- 7.1 All Tier 1 and Tier 2 Local Authorities in Norfolk are working to complete the Domestic Abuse House Alliance (DAHA) Accreditation.
- 7.2 South Norfolk Council wishes to achieve DAHA Accreditation because it is the right thing to do, as agreed by Corporate Leadership Team. The Policy for

Supporting Residents Experiencing Domestic Abuse improves the service we provide to our residents impacted by domestic abuse.

7.3 It also demonstrates our organisational commitment to helping people recover and move on from domestic abuse.

8. Recommendations

8.1 Cabinet to agree the policy for supporting residents experiencing domestic abuse.

Background papers

None

Appendix 1

Policy for Supporting Residents experiencing Domestic Abuse

QR code

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1.0 Introduction

Domestic Abuse is unacceptable. The Council is committed to ensuring all residents affected by domestic abuse are treated in a sympathetic and sensitive manner by trained staff, acting in a non-judgemental way.

This policy sets out the services we provide. Our aim is to improve victim/survivor safety and housing security and to hold perpetrators to account for their harm.

As part of this we will:

- Work with other agencies to support victims and survivors of domestic abuse,
- Include Domestic Abuse Legislation in the delivery of our housing services,
- Provide best practice Domestic Abuse procedures to our housing professionals.
- Support victims and survivors to remain in their own homes, where safe to do so.
- Support people and help them to make their own choices.
- Share information in a secure and timely way
- Safeguard adults and children affected by domestic abuse.
- Support perpetrators to address their behaviour.

This policy has been developed in conjunction with Norfolk-wide domestic abuse strategies, partner agencies, staff, victims, and survivors to identify their needs and how to support them.

Domestic abuse does not discriminate and can affect anyone of any gender, ethnicity, religion, class, age, sexuality, disability, or lifestyle. We recognise domestic abuse

occurs in all societies and impacts all genders. However, it is noted that most survivors of domestic abuse are women and children and women are more likely to experience repeated and severe forms of violence and sexual abuse.

We accept that, for many, it can take repeated incidents before they seek help and may take months or years to approach us. When help is sought, they will be believed, and help provided will be sympathetic, appropriate and consistent. We will listen to their needs and wishes in agreeing a course of action.

We have a non-judgemental approach to relationships and understand the first contact may be your first step to ask for help.

Note on language.

Throughout this document we may use language to refer to people seeking domestic abuse support as; victims, survivors, those experiencing/have experienced domestic abuse and victim/survivors. This is to recognise that people may be at different stages of their journey and reflects how they may view themselves.

2.0 What is Domestic Abuse

The Council recognise and acknowledge their legal duties and obligations under legislation relating to domestic abuse:

Statutory Definition of Domestic Abuse

The Domestic Abuse Act 2021, has defines domestic abuse as:

Behaviour of a person (“A”) towards another person (“B”) is “domestic abuse” if—
A and B are each aged 16 or over and are personally connected to each other, and the behaviour is abusive.

Behaviour is “abusive” if it consists of any of the following—

- physical or sexual abuse;
- violent or threatening behaviour;
- controlling or coercive behaviour;
economic abuse - meaning any behaviour that has a substantial adverse effect on B’s ability to acquire, use or maintain money or other property, or obtain goods or services.
- psychological, emotional or other abuse; and it does not matter whether the behaviour consists of a single incident or a course of conduct.

A’s behaviour may be behaviour “towards” B despite the fact that it consists of conduct directed at another person (for example, B’s child).

References in this Act to being abusive towards another person are to be read in accordance with this section.

Who can experience domestic abuse?

Definition of “personally connected”.

For the purposes of this Act, two people are “personally connected” to each other if any of the following applies:

- they are, or have been, married to each other
- they are, or have been, civil partners of each other
- they have agreed to marry one another (whether or not the agreement has been terminated)
- they have entered into a civil partnership agreement (whether or not the agreement has been terminated)
- they are, or have been, in an intimate personal relationship with each other
- they each have, or there has been a time when they each have had, a parental relationship in relation to the same child (see subsection (2))
- they are relatives.

For the purposes of subsection (1)(f) a person has a parental relationship in relation to a child if:

- the person is a parent of the child, or
- the person has parental responsibility for the child.

The full definition is at <https://www.legislation.gov.uk/ukpga/2021/17/contents>

The 2021 statutory definition clearly emphasises that domestic abuse is not solely physical violence, but can also be emotional, coercive or controlling, and economic abuse.

As part of the definition, children are explicitly recognised as victims-survivors if they see, hear or otherwise experience the effects of abuse.

More information on types of abuse is available from NIDAS at <https://nidasnorfolk.co.uk/domestic-abuse/>

A further range of measures and initiatives include targeted work with perpetrators and the introduction of Domestic Abuse Protection Notices.

3.0 How to contact us:

We will treat all reports of domestic abuse with respect, sympathy and confidentiality and will listen to the needs and wishes of the survivor in agreeing a course of action.

You can contact the Help Hub on **01508 533933** or **01603 430431**.

Email: helphub@southnorfolkandbroadland.gov.uk

Our Domestic Abuse webpage has more information on the services we offer:

<https://www.southnorfolkandbroadland.gov.uk/communities/domestic-abuse>

If you are concerned about yours or a loved one's relationship, it's important to get advice and support to stay safe.

3.1 Support we offer.

All reports of domestic abuse will be responded to, including any made in confidence and those made by someone not directly involved, such as partner agencies, neighbours and contractors.

We work with our partner agencies to support victims and survivors of domestic abuse. We will arrange a safe time, place, or communication method which is convenient for victims and survivors of domestic abuse.

We recognise the diverse needs of our communities and will establish what requirements are needed, for example a language or BSL interpreter. We will not ask for any undue or unnecessary information at any stage of the support we offer.

We will consider all other statutory or legislative constraints and tools available, or that either party may be subject to, for example but not limited to injunctions.

We can work with perpetrators, where appropriate and where we can do so without compromising the safety of individuals affected by domestic abuse.

In cases where our employees are experiencing domestic abuse, we use the councils Staff Domestic Abuse Policy.

3.2 Housing

The Council is committed to supporting people to remain safely in their homes, where appropriate to do so. Our Domestic Abuse Support Specialists can assist with safety planning advice and support. Specialised safety planning referrals will be made to our specialist domestic abuse partners.

We will house you in line with Housing and Homelessness Legislation and our Housing Allocations Policy and any subsequent variations.

3.3 Sanctuary Scheme

The Sanctuary Scheme is a victim centred initiative. It aims to allow victim-survivors of domestic abuse to remain in their own homes and help them to stay closer to their support networks.

More information on the Sanctuary Scheme and referral form is available from <https://www.southnorfolkandbroadland.gov.uk/sanctuaryscheme>

3.4 Tenancy

If a victim-survivor of domestic abuse loses their secure tenancy because of the abuse, the Domestic Abuse Act 2021 requires local authorities to grant another secure tenancy to the victim-survivor if they rehouse them into a further social tenancy.

On occasion there may be a period whereby alternative accommodation is suitable to allow support and guidance to be put into place to support them in their new tenancy.

Granting a sole tenancy to the original property will depend on the person's housing needs and whether it would be considered safe for them to remain there.

These decisions will be made in consultation with the victim-survivor and other professionals. We advise victims-survivors to seek advice and support to be fully informed of their options and advice where appropriate to avoid losing their tenancy.

Agreements are in place with Housing Associations that those fleeing Domestic Abuse should not be offered a lesser tenancy agreement than they currently have in place.

3.5 Safe Accommodation

Refuge accommodation: a refuge offers accommodation and intensive support as part of the accommodation. Victim-survivors, including their children, must be refuge residents to access expert emotional and practical support.

Specialist safe accommodation: specialist refuges for ethnically diverse communities, Lesbian, Gay, Bisexual, Transgender Questioning and other ("LGBTQ+") communities, and disabled victims-survivors and their children. These may provide single sex or gender accommodation with dedicated specialist support to victims-survivors who share a protected characteristic(s). This includes services that are led by those that also share the protected characteristics and/or have complex needs.

Move-on and / or second stage accommodation: these are interchangeable terms for projects temporarily accommodating victim-survivors. It includes families who no longer need the intensive level of support provided in a refuge but would still benefit from a lower level of domestic abuse specific support for some time, before moving to fully independent and permanent accommodation.

More information is given in **Support in Safe Accommodation for Norfolk**

<https://www.norfolk.gov.uk/-/media/norfolk/downloads/safety/domestic-abuse/support-in-safe-accommodation-for-norfolk-2021-2024.pdf>

3.6 Multi-agency working

Where debt or financial support is needed, we offer advice from Help Hub Debt Advisors. We work in partnership with the IDVA (Independent Domestic Violence Advocate) and Homeless Team to assess and support individuals who present as homeless due to domestic abuse.

We can refer victims and survivors of domestic abuse to other organisations who provide legal advice and well-being services to survivors of domestic abuse.

We will contact animal organisations who offer support with cats and dogs for anyone fleeing domestic abuse. Full details are on our Domestic Abuse webpage.

3.7 Support for children affected by Domestic abuse.

Under the Domestic Abuse Act 2021, where children of the household have seen, witnessed or experienced the effects of domestic abuse, they will also be considered as victims of domestic abuse. This recognises the long-lasting impacts of domestic abuse and takes steps to ensure that specific children and young person support is available.

We recognise that concerns about children remaining at their school or having to leave support networks with families and friends can be barriers for victims to leave abusive relationships or be reluctant to move from an area.

To help this, we will:

- Treat children and young people of the family as victims-survivors of domestic abuse.
- Refer children and young people for appropriate support.
- Consider children and young people needs, taking into consideration any special educational needs that can only be met by a specific facility or vital educational years such as GCSE or A-Level studies.

3.8 Support for those with No Recourse to Public Funds (NRPF)

Organisations helping victims and survivors with NRPF should make a referral to the People from Abroad Team at Norfolk County Council.

More information is in the Norfolk Domestic Abuse Housing Protocol.

<https://www.norfolk.gov.uk/-/media/norfolk/downloads/safety/domestic-abuse/support-in-safe-accommodation-for-norfolk-2021-2024.pdf>

Support Available:

- Police - in an emergency **999**, non-emergency **101**
- Black Country Women's Aid: 0121 553 0090
- National LGBT+ Domestic abuse helpline: 0800 999 5428
- The Haven, 24-hour referral line: 08000 194 400 or www.havenrefuge.org.uk
- National Domestic Violence Helpline 24 hours: 0808 2000247
- Karma Nirvana: 0800 5999 247 / Mon-Fri 9am-5pm
- The Men's Advice Line: 0808 801 0327 (Male victims of domestic violence)
- RESPECT Phonenumber: 0808 802 4040. (Anyone concerned about their use of violence and abuse towards their partner)

Further information is available on our Domestic Abuse webpage at

<https://www.southnorfolkandbroadland.gov.uk/communities/domestic-abuse>

4.0 Perpetrator Management

When supporting someone experiencing abuse, we will take account of their wishes and not assume that they wish the matter to be reported to the police or that they want a shared living arrangement to end. If the survivor wishes to remain with the perpetrator, any decisions around support will be based on the specific risks associated with the situation.

Our Housing staff receive specialist training in Domestic Abuse and how to refer to other specialist Domestic Abuse services.

It is also recognised that, from time to time, Housing Advice and Housing Services staff may be expected to support a perpetrator with their housing options.

Where counter allegations of harm exist, we will work with specialist domestic abuse and partner agencies to identify the primary perpetrator and to ensure support is provided to the victim. We will never blame the victim/survivor for the abuse they have endured.

We will also ensure that information and support is available to perpetrators who wish to address their behaviour. This can include signposting to specialist services for further advice.

Safeguarding is everybody's business, with everyone playing a part in preventing, identifying, and reporting abuse. The Council are committed to working collaboratively to improve the outcomes for adults and children who are experiencing domestic abuse.

5.0 Prevention and Awareness

We are committed to:

- Ensuring all staff working for or on behalf of the Council are familiar with policies and procedures relating to domestic abuse and safeguarding.
- Providing training to all employees in recognising domestic abuse, how to respond appropriately and respectfully and how to record and report it.
- Offering Awareness Raising and Training on Domestic Abuse to Members.
- Appropriately sharing information with statutory agencies and partner organisations about individuals who may be at risk from domestic abuse with due regard to confidentiality and information sharing protocols.
- Meeting our statutory safeguarding requirements in line with existing policies and procedures where there are safeguarding concerns about a resident or child.

6.0 Reporting and Dealing with Allegations of Abuse against Staff

The Council has a 'zero tolerance' of any form of domestic abuse and is committed to responding appropriately to concerns about anyone who works for, or on behalf of, South Norfolk in any capacity in relation to their behaviour and conduct towards others (in any setting, not just in the workplace).

If concerns are raised, we will deal with the matter internally using existing HR Policies and practices which will not be confused with any statutory investigations which may be required and carried out by Social Care and the Police.

South Norfolk Council will seek the advice and assistance of the Local Authority Designated Officer (LADO) in managing any case if this involves a person in a position of trust with a child.

7.0 Monitoring and review

Where an allegation of abuse is made all agencies have a responsibility to keep clear and accurate records. It is essential that evidence is protected, to show what action has been taken, what decisions have been made and why.

This policy will be reviewed every 3 years or earlier if there are significant changes required in the light of best practice and any changes to legislation and Government guidance. This will include staff and resident feedback, local Domestic Homicide Review, Serious Adult Review recommendations and findings.

8.0 Equality and Diversity

We are committed to encouraging equality and diversity, both as local authorities and as employers. We strive to remove any barriers to enable engagement and to provide access to our services for all members of the community and we are committed to eliminating all forms of unlawful discrimination. Further information is in our [equality-and-diversity-policy \(southnorfolkandbroadland.gov.uk\)](https://southnorfolkandbroadland.gov.uk/equality-and-diversity-policy)

Our joint Public Sector Equality Duty annual statement, which is published on our website, provides details of how the Councils advance equality of opportunity, and promote good relations with protected groups by engaging with, and supporting, individuals, local community groups and cultural events

We recognise that:

- All adults and children have a right to equal protection from domestic abuse, regardless of age, disability, race, religion or belief, sex, gender identity or gender expression, sexual orientation, marriage or civil partnership, pregnancy or maternity or any other equality characteristic.
- Some adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- We are committed to working with our partners and communities to promote good relations and to combat prejudice, discrimination and harassment.

9.0 Information sharing.

We will only share information with other agencies, under existing data sharing agreements, with the consent of the person experiencing any domestic abuse, or if:

- The information is required for the protection of children.
- We are required by law to share the information.
- There are legal reasons to protect a person without capacity.

Any decisions made by professionals that affect the person experiencing domestic abuse should be proportionate and consider their wishes (where known) as closely as possible. If you have information that you do not wish to be shared with our partners that may impact your safety, please advise us at the time.

Sharing information at the right time, with the right people, is good practice in domestic abuse and adult and children's safeguarding. More information on this is at <https://www.norfolk.gov.uk/safety/domestic-abuse/information-for-professionals/information-sharing>

South Norfolk will appropriately share information with statutory agencies and partner organisations on a need-to-know basis about individuals who may be at risk from domestic abuse with due regard to confidentiality and information sharing protocols.

10 Complaints

Any complaints should be addressed in line with our complaints procedures.

The responding officer may discuss the complaint with the Domestic Abuse Lead or one of the organisation's Domestic Abuse Champions to ensure that matter is viewed through an informed domestic abuse lens.

An overview of our complaints procedure is available on the website.

<https://www.southnorfolkandbroadland.gov.uk/council/compliments-suggestions-complaints>

Appendix

1 Associated Procedures

Housing Register

Social housing in this district is allocated through our [Housing Register - Home Options](#).

2 Procedures & Policies used to create this document.

Council Policies

- Children, Young Persons and Adult Safeguarding Protocol
- Staff Disciplinary Policy and Procedure
- Housing Allocations Policy
- Domestic Violence and Abuse Staff Policy and Procedures
- General Data Protection Regulations (2018)
- Equality and Diversity Policy 2022-2025

Norfolk Wide Policies

- Norfolk Domestic Abuse Housing Protocol 2022-2025
- Support in Safe Accommodation Strategy for Norfolk 2021-24
- Norfolk Domestic Abuse Strategy 2022-2025 (link to be added)
- Norfolk Domestic Abuse Perpetrator Prevention Strategy
- Norfolk Sexual Violence Strategy
- Domestic Abuse Perpetrator Partnerships Arrangements (DAPPA)
- Multi-agency Public Protection Arrangements (MAPPA)

Legislation

- The Domestic Abuse Act 2021(Eng. & Wales),
- Child Safeguarding legislation including Children Act 2004,
- Homeless Reduction Act 2017
- Civil Partnership Act 2004
- [Housing Act 1996](#)
- [Homelessness Act 2002](#)
- [Crime and Disorder Act 1998](#).
- [Equality Act 2010](#)
- [Human Rights Act 1998](#)

Our Partnerships

[NIDAS](#) (Norfolk Integrated Domestic Abuse Service)

Housing Advice and Allocations Lead Officer (HAALO) group.

Norfolk Domestic Abuse Partnership Board (NDAPB)

Norfolk Community Safety Partnership (NCSP)

Norfolk's Domestic Abuse and Sexual Violence Group (DASVG)

List of all procedures and policies are on our Domestic Abuse webpage.