



DOMESTIC ABUSE POLICY

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INTRODUCTION

It is recognised that safeguarding is everyone's responsibility and positive steps can be taken within sport to support those who are experiencing domestic abuse.

Statutory guidance¹ states that many individuals have their lives destroyed by domestic abuse and, for many, their experience of abuse is stigmatised, diminished, or ignored. Domestic abuse has a devastating impact on children and young people and growing up in an environment whereby domestic abuse is experienced can impact health, wellbeing, and developing, with lasting effects into adulthood. We need to build a society that has zero tolerance towards domestic abuse and actively empowers victims, communities, and professionals to confront and challenge it and provide the support that is needed for those affected. Anyone can be a victim of domestic abuse, regardless of sex, gender reassignment, age, ethnicity, socio-economic status, sexuality, or background.

The aim of this policy is to promote recognition of the signs and risks of domestic abuse and the support available to those experiencing domestic abuse.

KEY PRINCIPLES

The statutory definition of domestic abuse can be found in the Domestic Abuse Act 2021.²

The behaviour of a person towards another person is domestic abuse if –

- Involved parties are over 16 years old and;
- The parties are 'personally connected' to each other. To summarise, this can include whereby people are or have been married/civil partners or they are or have been in an intimate personal relationship with each other. It includes people who have had a parental relationship and covers relatives, including but not limited to mother/father/son/daughter/grandmother/grandfather/siblings and;
- The behaviour is abusive, this can include any of the following:
 - (a) physical or sexual abuse
 - (b) violent or threatening behaviour
 - (c) controlling or coercive behaviour
 - (d) economic abuse (see subsection (4))
 - (e) psychological, emotional or other abuse
- The behaviour can be a single incident or a course of conduct
- A child who is exposed to domestic abuse may be recognised as a victim of domestic abuse in their own right, this is explored in more depth below

¹https://assets.publishing.service.gov.uk/media/62c6df068fa8f54e855dfe31/Domestic_Abuse_Act_2021_Statutory_Guidance.pdf

² Sections 1 to 3 of the Domestic Abuse Act 2021 ('the 2021 Act') create a statutory definition of domestic abuse.

Domestic abuse remains under reported. There can be many barriers to disclosing abuse, seeking criminal justice outcomes, and accessing services.

Domestic abuse is a high harm, high volume crime that remains largely hidden. The Crime Survey for England and Wales for the year ending March 2020 estimated that 2.3 million adults aged 16 to 74 had experienced domestic abuse in the previous year.

Domestic abuse in an intimate partner relationship setting can continue or intensify when a relationship has ended or is in the process of ending. This can be a dangerous time for the victim and presents as increased risk.

While young people under the age of 16 years old can experience abuse in a relationship, it would be considered child abuse as a matter of law.

Abuse within a family set up can encompass a number of different harmful behaviours and may be perpetrated as a perceived means to protect or defend the 'honour' of an individual, family or community. It can include 'honour'-based abuse, forced marriage, female genital mutilation, and other harmful practices.

Given that less than 1 in 5 victims report their abuse to the police, many victims of domestic abuse do not come into contact with the criminal justice system. It is therefore important that a wide range of agencies and bodies are able to identify victims and know how to provide the right response and support. Early intervention can protect adults and children from further harm as well as preventing escalation and reoccurrence of abuse.

Employers have an important role to play in helping victims of domestic abuse to remain in work, in the workplace itself, and to help victims access the support they need through signposting to specialist services and raising awareness about domestic abuse.

RECOGNISING DOMESTIC ABUSE, SIGNS AND INDICATORS

Domestic abuse can encompass a wide range of behaviours. It can but does not have to involve physical acts of violence and can include threatening behaviour, controlling or coercive behaviour, emotional, psychological, sexual and/or economic abuse. Domestic abuse can involve abuse facilitated and perpetrated online or offline. It is widely recognised that the perpetrator's desire to exercise power and control over the victim is at the centre of abusive behaviours. Many victims will experience abusive behaviours simultaneously, perpetrators may demonstrate a wide range and use different tactics to gain power and control.

While sometimes difficult to spot, some signs that a person may be experiencing domestic abuse include (these are not an exhaustive list and may have an explanation other than domestic abuse):

- Unexplained injuries/attempts to hide injuries
- A person not having control of their finances or identity documents

- Regular interruptions at work including via phone or turning up unexpectedly at a workplace or event/other
- Showering of gifts for no apparent reason
- Lack of control over wardrobe/clothing
- Employee is reluctant to speak about their private life or defensive about a partner, beyond what may be expected in a professional setting
- A noticeable change such as sudden poor time keeping, poor personal hygiene or appearance and general performance at work
- Behaviour changes such as an unexplained absence at social events, quiet, and withdrawn
- A person is very isolated beyond their partner
- A person expressing they are pressured into sexual activity by a partner or unwanted sexual demands

RECOGNISING CHILDREN AFFECTED BY DOMESTIC ABUSE

Section 3 of the Domestic Abuse Act 2021 recognises children (under 18 years old) as victims of domestic abuse for the purposes of the act if the child sees, hears, or experiences the effect of the abuse and is related to, or falls under parental responsibility of, the victim and/or the perpetrator of the domestic abuse.

It is vital that children affected by domestic abuse are identified and provisions for protection and support put in place. Experience of domestic abuse is recognised as an adverse childhood experience (ACE).

Some of the impacts that domestic abuse can have on children can include:

- Feeling anxious or depressed
- Low self-esteem and difficulties forming healthy relationships
- Hypervigilance in reading body language or changes in mood and atmosphere
- Difficulty sleeping
- Physical symptoms such as bed wetting or stomach aches
- Delayed development or deterioration in speech, language, and communication
- Reduction in school attainment, truancy, risk of exclusion from school
- Increased application to activities outside of the home including academia or sports as a distraction
- Inconsistent regulation of emotions, including becoming distressed, upset, or angry
- Using alcohol or drugs, or self-harming

PROCEDURE

If you become aware of a domestic abuse related concern, suspect a concern, or are told of a concern you should speak with your club welfare officer or utilise the contacts to support organisations provided in this document. If a club welfare officer requires guidance or support they can contact the Basketball England safeguarding team.

If you are worried that a friend, neighbour or loved one is a victim of domestic abuse then you can call the National Domestic Abuse Helpline for free and confidential advice, 24 hours a day on 0808 2000 247.

If you believe there is an immediate risk of harm to someone, or it is an emergency, you should always call 999. You should consider the needs and wishes of the person at risk, taking into account the nature of the alert.

If someone confides in you that they're suffering domestic abuse:

- listen, and take care not to blame them
- acknowledge it takes strength to talk to someone about experiencing abuse
- give them time to talk, but don't push them to talk if they don't want to
- acknowledge they're in a frightening and difficult situation
- tell them nobody deserves to be threatened or beaten, despite what the abuser has said
- support them as a friend – encourage them to express their feelings, and allow them to make their own decisions
- don't tell them to leave the relationship if they're not ready – that's their decision
- ask if they have suffered physical harm – if so, offer to go with them to a hospital or GP
- help them report the assault to the police if they choose to (see confidentiality)
- be ready to provide information on organisations that offer help for people experiencing domestic abuse

ROLE OF THE LINE MANAGER (BASKETBALL ENGLAND STAFF)

Basketball England are committed to supporting anyone experiencing domestic abuse. Line managers are often in a position where they may be able to identify when someone is experiencing domestic abuse due to their interaction with their staff and knowledge of what would be 'ordinary' performance, presentation, and engagement. They should take responsibility for exploring why their staff may be showing an uncharacterised deterioration in work/themselves and sensitively explore why any of the above signs and indicators of domestic abuse may be evident, although the above is not an exhaustive list. This can be explored as a general wellbeing concern.

Employers have a duty of care to their employees and the impact of domestic abuse on employees should be considered as part of this duty.

When it is identified that someone is experiencing domestic abuse the following is good practice:

- Offer ongoing support via routine line management meetings
- Arrange any further meetings/checkins in as agreed on and in any format requested that can be accommodated for (such as over phone, email, teams etc.)
- Ensure appropriate sign posting is in place to specialist support organisations
- All requests for additional support, including practical support, should be considered with compassion and empathy
- If further support is required please come to the Basketball England safeguarding team who will deal with any matters confidentially
- Line managers should have an awareness of the influence of remote working upon a victim as the workplace can often offer a safe space and respite away from the perpetrator
- Line managers should discuss safe communication and ensure any discussion of experienced domestic abuse is done so in a manner that does not put the victim at further risk

It is important that all staff, including line managers, always protect confidentiality, other than in line with accepted circumstances. Please see below.

CONFIDENTIALITY

Any disclosure or information regarding domestic abuse will be kept confidential by Basketball England. This means that it will not be shared without the consent of the person it relates to.

However, this is not absolute and there are some circumstances where information could and should be shared under the legal bases of GDPR.

This may happen in the following circumstances:

- There is a risk of harm to a child or adult at risk
- An adult is at risk of immediate and serious or life threatening harm

Any information which is shared will be done so on a need-to-know basis and where possible the relevant person will be informed prior, this is conditional upon any risk that may be created by this happening.

Safeguarding concerns should be reported in line with Basketball England reporting procedures.

PERPETRATORS OF DOMESTIC ABUSE

Basketball England adopt an absolute zero tolerance stance on domestic abuse. As good practice there is recognition that appropriate support should be offered to those perpetrators of domestic abuse who genuinely want to change their behaviour.

SUPPORT ORGANISATIONS:

24-hour national domestic abuse helpline

<https://www.nationaldahelpline.org.uk/> Run by Refuge, freephone: 0808 2000 247. British Sign Language access from 10am - 6pm on weekdays. The website offers a live chat service between 3pm - 10pm on weekdays.

Advocacy after fatal domestic abuse

<https://aafda.org.uk/what-we-do> – an organisation that supports those who have lost a family member (or friend) through fatal domestic abuse.

Age UK

<https://www.ageuk.org.uk/information-advice/health-wellbeing/relationships-family/protection-from-abuse/> An organisation that supports older people and victims of elder abuse.

Ask for Ani

<https://www.gov.uk/guidance/ask-for-ani-domestic-abuse-codeword-information-for-pharmacies> a codeword scheme for victims to access support from the safety of their local pharmacy

Broken Rites

<https://www.brokenrites.org/> a group offering mutual support and information to separated and divorced spouses and partners of clergy, ministers, and Church Army Officers.

Childline

<https://www.childline.org.uk/> a free 24-hour service providing support for anyone under 19 in the UK. 0800 1111.

Clinks

<https://www.clinks.org/directory> an organisation that supports the voluntary sector working with people in the criminal justice system and their families. Clinks have a directory of services, although it is not exhaustive, and are experienced in supporting women who have suffered domestic abuse.

Dogs Trust Freedom Project

<https://www.dogstrust.org.uk/how-we-help/ownership/freedom-project> – a specialist dog fostering service for victims fleeing domestic abuse

Galop

<https://galop.org.uk/types-of-abuse/domestic-abuse/> a specialist organisation and LGBT anti-violence charity offering support to LGBT victims.

Hestia Respond to Abuse Advice Line

<https://www.hestia.org/respond-to-abuse> a specialist advice line supporting employers to help staff experiencing domestic abuse on 0203 879 3695 or via email Adviceline.EB@hestia.org. 9am - 5pm Monday to Friday.

HM prison and probation service unwanted prisoner contact service

<https://www.gov.uk/get-support-as-a-victim-of-crime> a service for victims to contact HMPPS to report unwanted letters, phone calls, texts or messages from a prisoner or to proactively seek to stop contact. You may access the service by completing the form on Gov.uk using the link [gov.uk/stop-prisoner-contact](https://www.gov.uk/stop-prisoner-contact) (24 hr access) or call 03000606699 or via email unwantedprisonercontact@justice.gov.uk Monday to Friday 9am – 4pm. The Unwanted Domestic Abuse Act 2021 Statutory Guidance 148 Prisoner Contact service also offers victims the opportunity to contact HMPPS to raise concerns about a prisoner being released.

Hourglass

<https://wearehourglass.org/hourglass-services> a specialist organisation aiming to end the harm, abuse and exploitation of older people in the UK. Their helpline can be accessed by phone on 0808 808 8141, text on 07860 052906 or email helpline@wearehourglass.org.

Jewish Women's aid

<https://www.jwa.org.uk/> – a specialist organisation supporting Jewish women and children affected by domestic abuse. Their helpline is 0808 801 0500 and is open Mondays to Thursdays from 9.30 am - 9.30 pm (excluding Jewish holidays and bank holidays).

Karma Nirvana 'Honour' based abuse helpline

<https://karmanirvana.org.uk/> a specialist organisation supporting victims of 'honour'-based abuse and forced marriage. Their helpline is 0800 599 9247 and is open 9am - 5pm, Monday to Friday.

Loving me

<http://lovingme.uk/> a specialist organisation providing one-to-one online support and advocacy for high risk Transgender, Gender Queer and Non-Binary victims of domestic abuse.

ManKind initiative

<https://mankind.org.uk/> – a specialist organisation supporting male victims of domestic abuse and their children.

Men’s advice line

<https://mensadvice.org.uk/> run by Respect. 0808 801 0327 open Monday to Friday 9am - 8pm or email info@mensadvice.org.uk

Muslim Women’s network

<https://www.mwnuk.co.uk/> a specialist organisation supporting Muslim women and girls

National LGBT+ domestic abuse helpline

<https://galop.org.uk/> 0800 999 5428 Monday to Friday 10am - 5pm.

National stalking helpline

<https://www.suzylamplugh.org/Pages/Category/national-stalking-helpline> run by Suzy Lamplugh Trust. 0808 802 0300 9.30am - 4pm Monday to Friday.

NSPCC

<https://www.nspcc.org.uk/> The UK’s leading children’s charity working to prevent abuse, rebuild children’s lives and support families.

NSPCC FGM helpline

<https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/female-genital-mutilation-fgm/>

Operation encompass teacher’s national helpline

<https://www.operationencompass.org/teachers-helpline> 0204 513 9990 open 8am - 1pm Monday to Friday. The helpline is for school staff to seek guidance and discuss queries they may have following an Operation Encompass notification and in preparation for supporting a child experiencing domestic abuse

Paladin

<https://www.paladinservice.co.uk/> an organisation that provides support for victims of stalking

Parental education growth support (PEGS)

<https://www.pegssupport.co.uk/> – an organisation that supports victims of child to parent abuse.

Rail to refuge

<https://www.womensaid.org.uk/rail-to-refuge/> a scheme providing free rail travel to refuge accommodation for women, men and children fleeing domestic abuse through a member organisation of Women's Aid, Welsh Women's Aid, Imkaan or Respect (which runs the Men's Advice Line).

Rape crisis England and Wales

<https://rapecrisis.org.uk/find-a-centre/> an organisation representing rape crisis centres across England and Wales which provide support for women and girls of all ages who have experienced any form of sexual violence. Their telephone number is 0808 802 9999. Their website also offers a Live Chat service.

Refuge

<https://refuge.org.uk/> an organisation operated by an all female staff that provides support for all victims of domestic abuse and violence against women and girls.

Respect

<https://www.respect.org.uk/> an organisation that works with male victims of domestic abuse and domestic abuse perpetrators. Respects operates the Men's Advice line, a confidential helping for male victims of domestic abuse and the Respect Phonenumber for domestic abuse perpetrators and those supporting them

Restored

<https://www.restored-uk.org/> - a specialist organisation working to tackle domestic abuse by partnering with churches and Christian organisations.

Revenge porn helpline

<https://revengepornhelpline.org.uk/> open between 10am and 4pm, Monday to Friday. 0345 600 0459 or help@revengepornhelpline.org.uk.

Sexual assault referral centres (SARCs)

<https://www.nhs.uk/service-search/other-health-services/rape-and-sexual-assault-referral-centres> centres providing medical, practical and emotional support to all victims of sexual assault.

Sign health domestic abuse service

<https://signhealth.org.uk/with-deaf-people/domestic-abuse/domestic-abuse-service/> – a specialist domestic abuse service to support the health and wellbeing of deaf people.

Sikh women's aid

<https://www.sikhwomensaid.org.uk/> an organisation providing support for Sikh women and girls.

Southall black sisters

<https://southallblacksisters.org.uk/> an organisation providing support for ethnic minority victims and migrant women. Their helpline is 020 8571 9595 and is open between 9am and 5pm Monday to Friday.

Stay safe east

<https://www.staysafe-east.org.uk/> – a specialist organisation providing support for deaf and disabled victims of domestic abuse across London. Referrals should be made to enquiries@staysafe-east.org.uk.

Surviving economic abuse

<https://survivingeconomicabuse.org/> a specialist organisation dedicated to supporting victims of economic abuse, working in partnership with Money Advice Plus to provide money and debt advice to victims experiencing financial difficulties.

UK forced marriage unit

<https://www.gov.uk/guidance/forced-marriage> – a Government policy unit leading on forced marriage policy, outreach and casework. FMU operates a public helpline to provide advice and support to victims and potential victims of forced marriage 020 7008 0151.

Victim support

<https://www.victimsupport.org.uk/> a specialist service helping anyone affected by any types of crime, not only those who experience it directly, but also their friends, family and any other people involved.

Women's Aid Federation England

<https://www.womensaid.org.uk/> an organisation supporting women affected by domestic abuse. Their website offers a Live Chat service available Monday to Friday 10am to 6pm and Saturday and Sunday 10am to 6pm. Women's Aid also provide a directory, listing local support services across the UK, although it is not exhaustive it is updated regularly.