



Domestic Abuse Policy and Procedure

1. Policy Statement:

Carefirst Recruitment is committed to providing a safe and supportive environment for all employees, clients, and visitors. We recognise that domestic abuse is a serious issue that can have profound impacts on individuals both personally and professionally. As such, we have developed this policy to outline our commitment to addressing domestic abuse and supporting those affected by it.

2. Definition:

Domestic abuse is defined as any incident or pattern of incidents of controlling, coercive, threatening, degrading, or violent behaviour, including but not limited to physical, sexual, psychological, or financial abuse, perpetrated by a current or former partner, spouse, or family member. This can occur in any relationship and can have severe consequences for the victim.

3. Responsibilities:

Management: It is the responsibility of the Carefirst Recruitment management team to create a culture of zero tolerance towards domestic abuse, provide necessary training to staff, and ensure that appropriate support mechanisms are in place.

Employees: All employees are expected to familiarise themselves with this policy, report any concerns or incidents of domestic abuse promptly, and treat all individuals with dignity and respect.

4. Reporting Procedure:

Any employee who suspects or witnesses domestic abuse, or is experiencing it themselves, should report the incident or concern immediately to their line manager, or another designated individual within the organisation.

Reports can be made verbally or in writing, and confidentiality will be maintained to the extent possible, while still ensuring the safety and well-being of all parties involved.

5. Support and Assistance:

Carefirst Recruitment is committed to providing support and assistance to employees affected by domestic abuse. This may include access to counselling services, referrals to external support agencies, flexible working arrangements, or other reasonable accommodations as appropriate.

Employees experiencing domestic abuse will be treated with sensitivity, empathy, and respect, and their concerns will be taken seriously.

6. Disciplinary Action:

Any employee found to have engaged in domestic abuse will be subject to disciplinary action, up to and including termination of employment, in accordance with the organisation's disciplinary procedures and legal obligations.

Carefirst Recruitment reserves the right to involve law enforcement authorities if necessary, particularly in cases where there is a risk to the safety of individuals or if criminal behaviour is suspected.

7. Training and Awareness:

Carefirst Recruitment will provide advice and guidance to employees in order to educate them about the signs of domestic abuse, how to respond appropriately, and the support services available both internally and externally.

8. Review and Monitoring:

This policy will be reviewed periodically to ensure that it remains up-to-date and effective. Any necessary revisions will be made in consultation with relevant stakeholders, including employees and external experts.

9. Legal Compliance:

Carefirst Recruitment is committed to complying with all relevant legislation and regulations pertaining to domestic abuse, including but not limited to the Equality Act 2010 and the Domestic Abuse Act 2021.

10. Implementation:

This policy will be communicated to all employees upon induction and made readily available through internal channels such as the employee handbook, company website and company social media platforms. The policy can be requested to be emailed to employees at any given time.

11. Conclusion:

Carefirst Recruitment is committed to creating a workplace that is free from domestic abuse, where all individuals are treated with dignity, respect, and compassion. By implementing this policy and procedure, we aim to support those affected by domestic abuse and contribute to a safer and healthier society.