

Document Control Sheet

Title	Domestic Abuse Policy
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Approved By	
Date Effective From	
Version Number	
Review Frequency	TBC
Next Review Date	
Contact	Vicky Walker

Revision History:

Version:	Date:	Summary of Changes:	Name:	Changes Marked:
0.1	31.12.19	New Document	Vicky Walker	
0.2	12/02/20	Formatting and minor tweaks	Kate Christie	

Approvals: This document requires the following signed approvals.

Name/Title	Date	Version

Distribution: This document has been distributed to

Name:	Title/Division:	Date of Issue:	Version:

CAIRNGORMS NATIONAL PARK AUTHORITY

DOMESTIC ABUSE POLICY

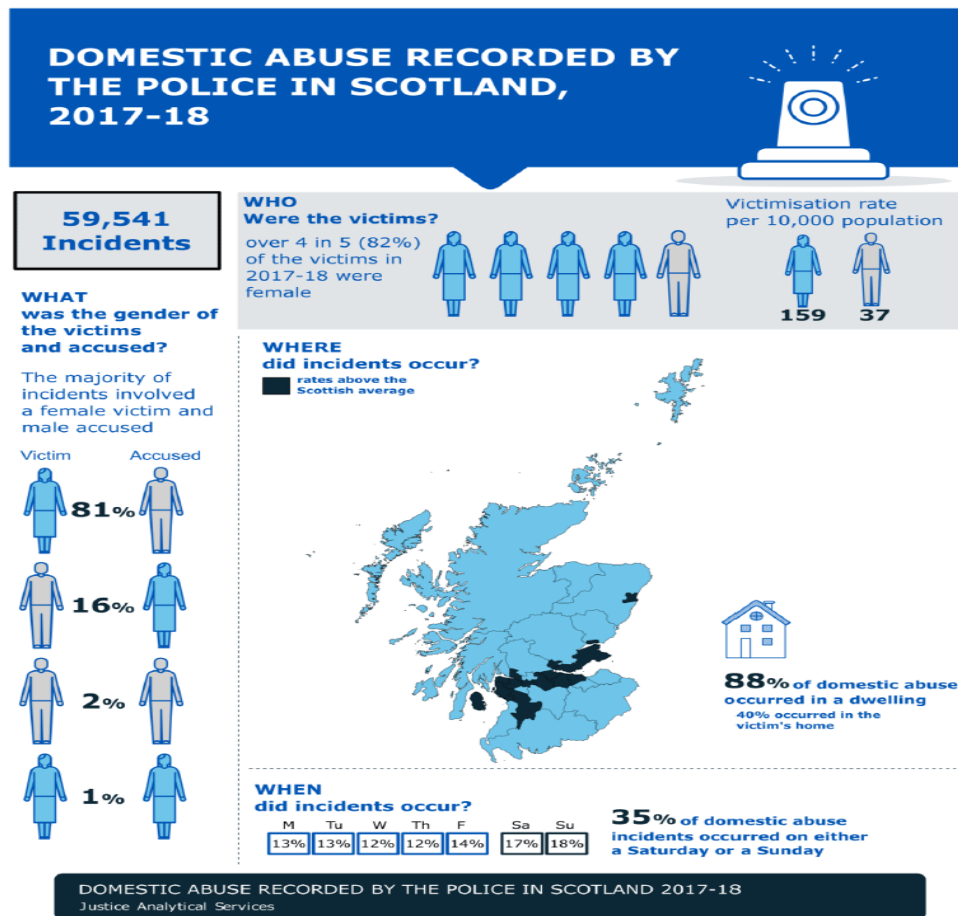
INTRODUCTION

1. Cairngorms National Park Authority aspires to be the best small public sector organisation in Scotland and an employer of choice. CNPA recognises the responsibility to support staff through all periods in their lives.
2. The Domestic Abuse policy outlines how from an employment perspective CNPA will support staff experiencing Domestic Abuse and is supported by other HR and health and safety policies all of which are underpinned by a commitment to staff safety and equality. This policy applies to all staff irrespective of age, gender, race, religion or sexual orientation.
3. CNPA is aware of its duty of care as a good employer for ensuring, so far as is reasonably practicable, the health, safety and welfare of its employees at work, and for creating an environment in which employees are safe to disclose their experience of abuse in order to access support and increase safety for themselves and others. However, the right of employees not to disclose must be respected and no employee should feel pressured into sharing this information if they do not wish to do so. For some employees the workplace is a safe haven and the only place that offers routes to safety.
4. Although domestic abuse will occur predominately outside of the workplace, the employment implications for employees who experience abuse are significant. It can have a detrimental impact on health and well-being, which may affect attendance, performance and effectiveness.

BACKGROUND

5. Domestic abuse has a devastating impact on individuals and their families. An understanding and effective workplace policy to deal with the impact of domestic abuse will build a more nurturing and safer working environment for all staff, encouraging greater staff retention and importantly economic independence for those individuals living with or fleeing domestic abuse.
6. Research shows that women are more likely to experience domestic abuse than men and to suffer more serious injury and assaults than men. However, it should be acknowledged that men can experience domestic abuse from their female partner and that domestic abuse also occurs in same-sex relationships. Domestic abuse disproportionately affects the transgender population with 80 percent reporting abuse from current or previous partner.
7. The majority of Domestic Abuse incidents are not reported to the Police with an estimated 19.5% of incidents having police involvement. Typically the majority of incidents occur within the victim's home and over a weekend. It is estimated that 14.1% of adults have experienced partner abuse since the age of 16.

Fig 1: Domestic Abuse Stats 2018-19 Police Scotland



DEFINITIONS

8. For the purposes of this policy, domestic abuse is defined as “Any incident of threatening behavior, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are, or have been, intimate partners or family members, regardless of gender or sexuality”.
9. Domestic abuse is often described as abuse by a partner, however for the purposes of this policy takes a broad definition of domestic abuse to include any abuse between **known** adults this may include family members or close friends who may or may not live together.
10. Domestic abuse is the abuse of power and control over one person by another and can take many different forms including physical, sexual, emotional, verbal and financial abuse as well as coercive control.
11. Gender-based violence refers to any act that is perpetrated against a person’s will and is based on gender norms and unequal power relationship.

12. Harassment and stalking is unwanted, persistent often threatening attention for example following someone, constantly phoning, texting or e-mailing at home or work.

DOMESTIC ABUSE AND LEGISLATION

13. The following areas of legislation could apply to an employee experience domestic abuse. As an employer, CNPA has a duty to ensure the safe working environment for employees and health and safety legislation applies in this regard.
 - a) Health and Safety at Work Act 1974.
 - b) Management of Health and Safety at Work Regulations 1992.
 - c) Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.
 - d) Health and Safety (Consultation with Employees) Regulations 1996.
14. The Children and Young People (Scotland) Act 2014 reiterates the responsibility of all Public Organisations who may come into contact with Children and Families to report any concerns relating to Child Protection.
15. Children and young people living with domestic abuse are at increased risk of significant harm, both as a result of witnessing the abuse and being abused themselves. Children can also be affected by abuse even when they are not witnessing it or being subjected to abuse themselves. Domestic abuse can profoundly disrupt a child's environment, undermining their stability and damaging their physical, mental and emotional health. (Taken from: National Guidance for Child Protection in Scotland).
16. All employees should be aware that if child protection concerns arise, irrespective of the circumstances, CNPA has a duty to share information to a third party such as the police or social services. However, it is best practice to work with the parent or carer when doing so, seeking their support where possible.

DOMESTIC ABUSE AND EXISTING HR POLICIES

17. When considering what support is available to employees experiencing Domestic Abuse managers and employees should make themselves aware of existing provisions available to all staff through the following CNPA Policies.
 - a) Capability procedure
 - b) Carer's policy
 - c) Leave policy
 - d) Flexible working policy
 - e) Grievance procedure
 - f) Absence Management
 - g) Etc.

DOMESTIC ABUSE SPOTTING THE SIGNS

18. Employees who experience domestic violence may not necessarily tell people at work about their situation or approach their manager about their problems in the

first instance. It is more likely that the manager will become aware of the situation through associated issues such as absence monitoring or poor work performance. Any changes in staff members' productivity may be caused by domestic violence and this should be taken into account when managing these issues.

19. As with other welfare issues, identifying that an employee is experiencing difficulties at an early stage will lead to appropriate help being offered. This in turn could mean that the employee is able to deal with their situation far more effectively.
20. Appendix I: Guidance for manager contains a more detailed list of potential signs an employee maybe suffering domestic abuse.

GUIDANCE FOR MANAGERS

21. An employee who is experiencing domestic abuse may want to seek advice/support from their Manager. The employee may also disclose information about domestic abuse as part of other discussions e.g. during performance review or return to work discussions. Alternatively, the employee may seek support from a colleague, Mental Health First Aider, Trade Union Representative or HR, who may, at the employee's request, approach the Manager on the employee's behalf.
22. The role of a Manager is not to deal with the abuse itself but to make it clear through the Domestic Abuse Policy that employees will be supported and to outline what help is available. Managers should be aware of the potential barriers that make it difficult for employees to seek support and should be conscious not to make judgments or to provide counselling or advice but seek expert input where appropriate.
23. People experiencing domestic abuse may feel stigmatised and disempowered. They often do not want to admit or share their experiences because they feel some responsibility for their situation, they feel shame, or they feel they should be able to deal with the situation on their own. It is unlikely that an employee who feels this way will admit that they are experiencing domestic abuse. However, you should still ask the employee in a sensitive manner if everything is all right at home. This may be the lifeline someone needs. Research shows that victims of domestic abuse wished someone had asked about it. Appendix I gives some advice on how to raise the issue of domestic violence with a staff member.
24. If an employee's work performance and/or attendance has become a cause for concern, you should ask for an explanation, as you would from any member of your team. It is then up to the employee whether they wish to disclose personal information during this or a future discussion with you. You should ensure that any discussion takes place somewhere private and try to ensure that there will be no interruptions. You should take time to listen, as you may be the first person the employee has told.
25. Out with formal discussions, other things you can do to spot the signs are:
 - a) Look for sudden changes in behavior such as an employee becoming withdrawn and quiet and/or changes in the quality of work performance for unexplained reasons.

- b) Look for changes in the way an employee dresses for example excessive clothing on a hot day, changes to the amount of make-up used which may indicate the covering up of signs of physical violence.
- c) Look for injuries such as bruises that are explained away; explanations for injuries that are inconsistent with the injuries displayed.
- d) Look for other possible indicators, for example employees with a high absenteeism rate without explanation, employees who seem overly secretive regarding home life, or employees who appear to be isolated from friends and family.
- e) Be aware of interruptions at work for example repeated upsetting calls/texts/emails, reluctance to turn off mobile phone at work, etc.

26. A more detailed guide to supporting employees and steps that can be taken is contained in Appendix I: Advice for Managers.

MALE VICTIMS OF DOMESTIC ABUSE

27. Some men are victims of their female or male partner's violence and allegations should always be taken seriously. Individual men can experience severe levels of physical and emotional abuse. This policy and its principles applies to all staff irrespective of their gender or the gender of the perpetrator. An appendix to this policy outlines specific support available to male victims of Domestic Abuse and all employees experiencing domestic abuse are encouraged to reach out for help and find way to support them that meet their needs.

SUPPORT FOR STAFF

28. Managers are not trained counsellors and are not expected to counsel victims but should listen and provide information regarding support mechanisms and encourage the employee to seek support from appropriate agencies (see Appendix to this Domestic Abuse Policy for details). **No referrals should be made on behalf of the employee without their express consent.**

29. Effective 'first contact' responding includes some simple measures Managers can take:

- a) Believe an employee if they disclose that they are experiencing domestic abuse – do not ask for proof.
- b) Speak to the employee about their immediate and future safety and assist them to think through their options for example agree a safety plan, discuss available support networks, protection strategies and provide telephone numbers for organisations that can help including the police, women's aid, men's aid and rape crisis.
- c) Reassure the employee that the CNPA has an understanding of how domestic abuse may affect their work performance and the support that can be offered.
- d) Be aware of the parameters of your role as a Manager and make clear to an employee what you can and cannot provide.

30. Providing support can include directing the employee to sources of support, both within the CNPA (e.g. Employee Assistance Programme, Mental Health First Aider, HR, Union support) and out with as detailed in Appendix 3, and considering work related adjustments and supports such as:
- a) Access to Employee Counselling Support through the Employee Assistance programme.
 - b) Diverting phone calls or changing phone extension number if employee is receiving harassing calls, with the consent of the employee.
 - c) Agreeing with the employee what, if anything, to tell colleagues and how they should respond if their partner or former partner telephones or visits the workplace.
 - d) Ensuring the employee does not work alone or in an isolated area and checking that the employee has arrangements for getting safely to and from home.
 - e) Keeping a record of any incidents of abuse in the workplace, including persistent telephone calls, emails or visits to the workplace.
 - f) Supporting the employee in a sympathetic, non-judgmental and confident manner.
 - g) Changing work patterns or adjusting workload for a temporary period to make it more manageable, or giving favourable consideration to any request for a change of workplace/work arrangements.
 - h) Agreeing that an employee can use an assumed name at work.
 - i) Reviewing the security of information held such as temporary or new addresses, bank or healthcare details.
 - j) With the employee's consent, advising colleagues of the situation on a need to know basis and agreeing the response should the perpetrator/alleged perpetrator contact the workplace or present themselves at the workplace.
 - k) At times when the employee needs to be absent from work, mutually agreeing a safe, confidential method of communication and consider safety implications that may arise when working from home.
 - l) Implementing particular security arrangements that may have to be put in place to ensure the safety of the employee and colleagues.
31. It is important that an employee who has disclosed Domestic Abuse feels in control of the situation. While it may be tempting to put things into place quickly it is important the employee feels they are able to take time to think things through before responding.

STAFF WHO DO NOT WISH TO DISCLOSE

32. Although the CNPA seeks to provide a supportive environment in which employees can raise issues relating to domestic abuse, some employees affected by domestic abuse, depending on their situation, may refuse support or only take up partial support. Dealing with domestic abuse is a process that takes time and there are various reasons why employees may find it difficult to seek support. It should be noted that women are likely to experience the most significant episode of violence at the point of ending an abusive relationship or once the relationship has ended.

33. It is the employee's choice on whether or not to accept support and managers should respect their decision, reassure them CNPAs primary concern is for their safety and remind them that support is available if they need it in future.
34. Be clear that the employee can still approach anyone in the organisation for support and assistance if they change their mind – give the employee information about who they can contact, now and in the future. Remind the employee that they can contact the trade union, Mental Health First Aider, HR, or Employee Assistance Programme.

CONFIDENTIALITY AND RECORDING

35. All advice, information and support should remain confidential. No information should be disclosed without the express written consent of the employee. However, Managers need to explain to the employee that where issues regarding the protection of children or the protection of adults in need of support arise, the child protection and the adult protection services will need to become involved without consent.
36. A brief note should be placed in the employee's personal file detailing the date the meeting took place and outlining that personal information was shared. Line Managers should give a copy of this to the employee.
37. If any arrangements are made regarding changes to working hours/post/location the agreement and review date should be put in writing and a copy placed in the employee's personal file and on the HR & Payroll System. The reason for changes should be 'personal circumstance' and not full details of the situation.
38. Once a disclosure of domestic abuse is made the manager should undertake a review of contact information with the employee and agree how and where any correspondence with the employee should be delivered and review emergency contact information.
39. As is consistent with all HR information, information relating to domestic abuse and any adjustments made to support the employee is considered sensitive information for the purposes of the Data Protection Act 2018 and will be stored securely.
40. If changes are made within the work place to support the employee, a discussion should be had about how this is communicated with colleagues. For example if telephone extension has been changed, staff will need to be communicated not to release this information. No information should be released to colleagues without the consent of the employee.

CONTACT WITH PERPETRATORS

41. There are times when victims of domestic abuse come into contact with the perpetrators of domestic abuse through the course of their working day. This could be due to the perpetrator harassing the victim in the workplace, either through

phone calls or attending the building. It may also be that the perpetrator works for a partner organisation or a contractor.

42. The safety of the employee and other staff is the priority of CNPA. This includes both their physical and psychological safety. If the perpetrator is causing distress to any employee within the work place a discussion should be had with the employee about how they would like the situation to be managed. If a circumstance arises where the perpetrator is causing significant disturbance or disruption this should be dealt with in the same way as any member of the public causing a disturbance and consideration should be given to involving the police if the situation warrants it.
43. Where the employee experiencing domestic abuse may come into contact with the perpetrator in the course of their day to day work a discussion should be had about how the employee would like that situation to be managed. Consideration should be given to restricting access to the office of the employee, for example by holding meetings off site, using alternative contractors and changing the employee's working pattern or location if requested. No changes should be made without full consultation, discussion and consent of the employee.
44. In some cases, both the perpetrator and victim may both work for CNPA. Harassment and intimidation of a partner who is also an employee of the CNPA would therefore be viewed very seriously and the appropriate bullying and harassment and disciplinary policies apply to address any incidents in the workplace. The support to employees experiencing domestic abuse outlined in this policy will apply to all employees irrespective of who the perpetrator is or where they work.

TRAINING AND SUPPORT

45. CNPA will ensure that training and support is available to managers and HR to enable them to support any employee experiencing domestic abuse and implement this policy. CNPA recognises that Domestic Abuse can happen to any individual irrespective of age, class, ethnicity, gender, gender identity, sexual orientation, religion, position in the organisation or marital status. CNPA recognises that this is a sensitive and emotive subject for employees who are supporting colleagues through domestic abuse. All employees are encouraged to seek support to ensure they are emotionally supported in the event supporting a colleague through domestic abuse is triggering past experiences. Support is available through the Employee Assistance Programme and further advice and support is available as an appendix to this policy.

APPENDICES

The following appendices are designed to support staff in implementing this policy and providing support to staff experiencing domestic abuse.

- Appendix 1 – Advice for Managers
- Appendix 2 - Management Flow Chart
- Appendix 3 - Resources for Domestic Abuse

APPENDIX I: Advice for Managers

Spotting the Signs of Domestic Abuse

1. It is unlikely that disclosure of domestic abuse will be the first indication that an employee is suffering domestic abuse. There may be some changes in behaviour, working pattern or physical appearance which could be indicative of domestic abuse. It should be recognised that all employees may experience the signs on the list and it is not always an indication of domestic abuse and maybe due to other reasons. Equally an employee experiencing domestic abuse may not experience any of these signs.

2. **Work productivity signs:**
 - a) Persistently late without explanation; needing to leave work early.
 - b) Partner/family member exerts unusual amount of control/demands over work schedule – employee may be dropped off and picked up from work and is unable to attend business trips or functions.
 - c) High absenteeism rate without explanation.
 - d) Needing regular time off for “appointments”.
 - e) Changes in quality of work performance for unexplained reasons: may suddenly start missing deadlines and show additional performance problems despite a previously strong record.
 - f) Receipt of repeated upsetting calls/faxes/e-mails.
 - g) Reluctance to turn off mobile phone at work.
 - h) Increased hours being worked for no apparent reason i.e. very early arrival at work and/or working late.

3. **Psychological signs:**
 - a) Changes in behaviour: may become quiet, avoid interaction, making acquaintances or friends at work; may always eat alone; may not talk to others unless someone speaks to them first.
 - b) Uncharacteristic depression, anxiety, distraction, problems with concentration.
 - c) Obsession with time.
 - d) May cry at work or be very anxious.
 - e) May exhibit fearful behaviour such as startled reactions.
 - f) Fear of partner/family member and/or references to their anger.
 - g) Expresses fears about leaving children home alone with the abuser.
 - h) Secretive regarding home life.

4. **Physical signs:**
 - a) Repeated injuries such as bruises that are explained away; explanations for injuries that do not fit the injuries displayed.
 - b) Frequent and/or sudden/unexpected medical problems/sickness absences.
 - c) Sleeping/eating disorders.
 - d) Substance use/dependence.
 - e) Depression/suicide attempts.
 - f) Fatigue.
 - g) Change in the way the employee dresses i.e. excessive clothing in summer; unkempt or disheveled appearance.
 - h) Change in the pattern or amount of make-up worn.

5. **Other signs:**
- a) Avoiding lunch breaks or socialising at the end of the working day; isolating themselves at work.
 - b) Isolation from friends and family.
 - c) Flowers/gifts sent to employee by partner/family member for no apparent reason.
 - d) Insufficient resources.
 - e) Individual being a victim of vandalism or threats.

Raising the issue of Domestic Abuse

6. Research shows that the majority of Domestic Abuse victims wished someone had asked them about the abuse. Historically domestic abuse has been seen as something which is not to be discussed. As a manager you may suspect domestic abuse either through your own observations or concerns from other colleagues. By asking directly about domestic abuse you are addressing the stigma of domestic abuse.
7. Before you approach the issue of Domestic Abuse with an employee you may want to consider how you will raise the issue and ensure you will have a private space and time to for the discussion. Key things to consider:
- a) Before the conversation ensure you are up to date with the Domestic abuse policy and associated HR policies. You may want to take note of some of the external resources available to pass onto the employee.
 - b) Ask in a private location where you will not be interrupted. This could be somewhere outside of the building.
 - c) Ensure both you and the employee have sufficient time for the discussion, check what the employee has on for the rest of the day.
 - d) Use indirect/non-threatening questions - examples could be: "How are you feeling?" or "How are things at home?"
 - e) If there is obvious bruising/injuries then ask direct questions: "I saw the bruises – I am worried how you got them. Would you like to talk about it?" or "I'm worried about you because..." or "I'm concerned about your safety..."
 - f) Remember to be non-judgmental, a disclosure of domestic abuse maybe the first time an employee has spoken openly about their situation.
 - g) Reassure the employee about confidentiality. That you will only share details with consent of the employee and this will be on a need to know basis.
 - h) If the employee does not wish to disclose any details, do not assume that it must be domestic abuse but reassure the employee that they can talk to you at any time if they are concerned about anything.

RESPONDING TO DISCLOSURE

8. If any employee discloses domestic abuse these are guidelines in the most effective way to respond:
- a) Listen to the employee and take their disclosure seriously.
 - b) Do not be judgmental and make comments i.e. about the perpetrator's behaviour or the victim's response.

- c) Reassure the employee that the organisation has an understanding of how domestic violence may be affecting their work performance and what can be done about this.
- d) Reassure the employee of confidentiality but highlight scenarios where confidentiality may have to be broken and information shared with external agencies (for example Child or Adult Safe guarding).
- e) Do not give advice to the employee – for example do not pressurise them into leaving.
- f) Provide information about specialist domestic violence organisations that can offer expert support.
- g) Offer practical support within the organisation as far as possible.
- h) Offer to work with domestic violence specialists to develop an appropriate workplace safety plan.
(see below)
- i) Respect and accept the employee's thoughts and ideas.
- j) Provide ongoing support to ensure the employee's safety and wellbeing is monitored.
- k) Help build up the employee's self-confidence.

RISK ASSESSMENT

9. If domestic violence is disclosed, you should consider undertaking a work place risk assessment to ensure that the potential risk to the employee and work colleagues is minimised. If you have reason to consider that the employee's (ex)-partner/family member presents a risk to other employees then you should discuss with the Head of Organisational Development to consider what action should be taken by the organisation to protect the workforce.

SAFETY PLANNING

10. It is good practice, following disclosure to develop a safety plan with the employee. No action should be taken without the expressed consent of the employee involved. The employee may not be aware of steps that can be taken within the workplace. It may be useful to run through these adjustments with the employee.
11. **Workplace Measures:**
- a) Remind all staff never to divulge personal information about employees to callers (such as addresses, telephone numbers, or shift patterns).
 - b) Review security of information held by Human Resources or elsewhere such as temporary or new addresses, bank details, telephone numbers, work locations etc.
 - c) Review the employee's next of kin information – the perpetrator may still be listed.
 - d) Removing the victim's name and number from the website, phone directories; change the victim's telephone number.
 - e) Ensure access to buildings is open to authorised staff only.
 - f) Consider dedicating a specific parking space close to the entrance of the building for the employee.
 - g) Consider establishing silent alarms or buzzers at the employee's workstation.
 - h) Offer the employee a personal alarm.

- i) Alert reception and with consent, provide a copy of a photo of the abuser, details of the abuser's vehicle and details of any restraining or court orders.
- j) Set up procedures for alerting the police and being clear about what to do if the perpetrator gains access to the workplace.

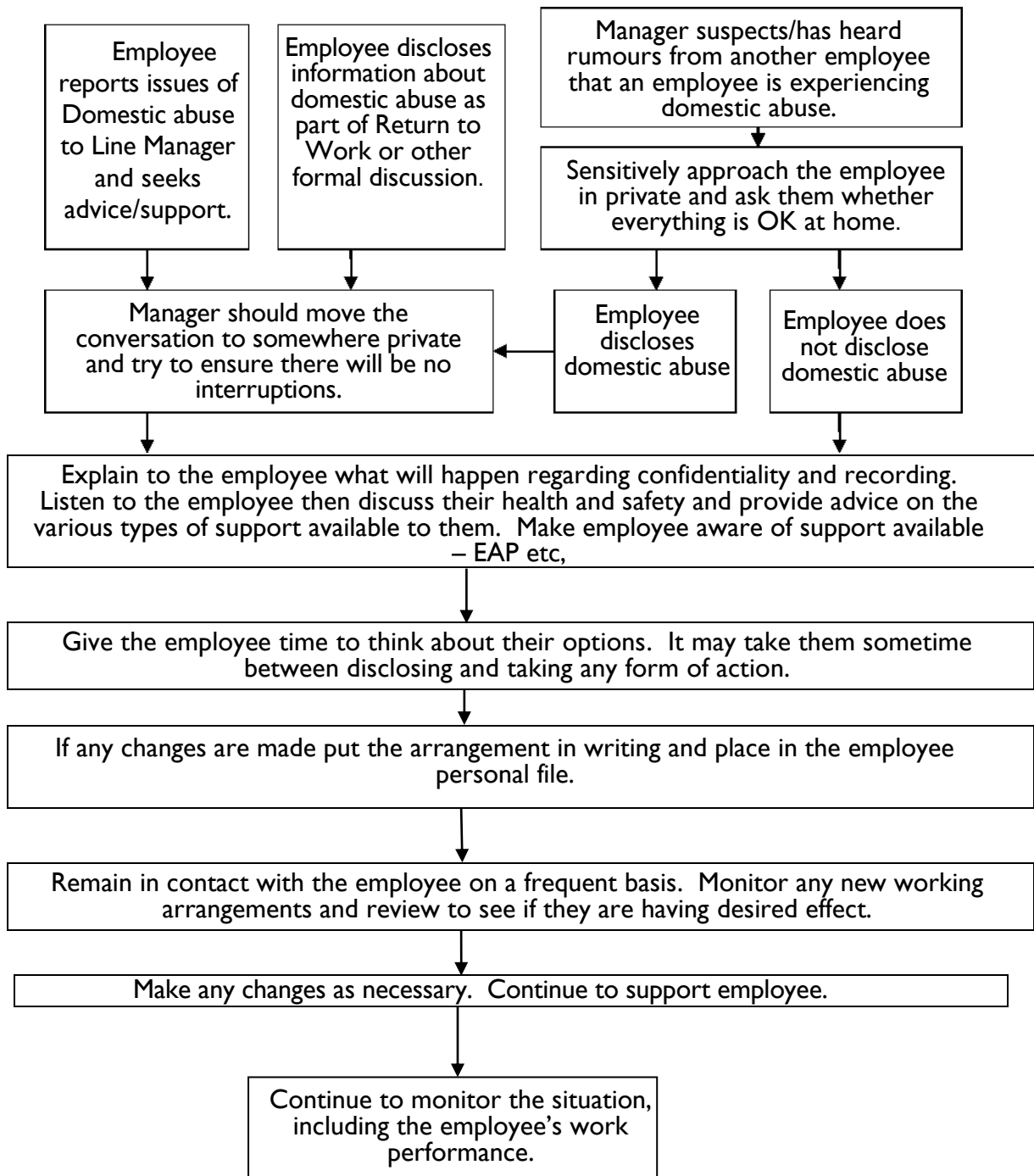
12. **Employee Support:**

- a) Enable the employee to change work patterns e.g. working hours.
- b) Relocate the employee's workstation.
- c) Move the employee out of public view – i.e. from an outwardly facing role, ensuring that they are not visible from reception points or ground floor window.
- d) Ensure that the employee does not work alone or in an isolated area.
- e) Consider what to do if the employee works from home.
- f) Explore the possibility of relocation or redeployment where this would be appropriate and supportive of the employee; provide assignments in alternative locations if necessary.
- g) Establish a method of communication with the line manager if the employee is absent so that they are aware that the individual is safe.
- h) Ensure daily communication is maintained with the employee during any absence.
- i) Identify a work contact for support and an emergency contact should the organisation be unable to contact the employee.
- j) Change the employee's telephone number and/or divert telephone calls from the perpetrator (but monitor as they will help provide evidence of harassment if needed).
- k) Set up firewalls to block e-mails/divert e-mails to a separate folder (these can also be used to demonstrate harassment).
- l) Record any threatening or violent incidents by the perpetrator in the workplace including visits, abusive/persistent phone calls, e-mails and other forms of harassment which can be used by the police or if the employee wants to seek a court order.
- m) Allow the employee to use an assumed name at work.
- n) Give victims priority parking close to the building.
- o) Escort victims to and from their cars or public transportation.
- p) Help victims vary their route to and from work.
- q) Help the employee find a safe way of getting to and from work.
- r) Minimise risks if work requires visits outside the office – changing duties/allowing another member of staff to accompany them/ensuring they have a mobile phone with them.
- s) Issue the employee with a mobile phone that is pre-programmed with emergency response numbers.

13. **Communication with Colleagues**

- a) With the employee's consent, advise work colleagues on a need-to-know basis and agree what the response should be if the abuser contacts them on the phone or comes to the workplace.
- b) With the employee's consent, share the abuser's photo with co-workers so they can recognise the abuser and report any sightings.
- c) Remind colleagues about the importance of confidentiality.

Appendix 2: Management Guidance Flowchart – Employees experiencing Domestic Abuse



Appendix 3: Sources of Domestic Abuse Support

Resource	Contact Details
Support available through CNPA:	
Employee Assistance Programme	<check and insert number>
HR Team	Check
Occupational Health	Check
Women's Aid Offices:	
Inverness Women's Aid	01463 220719 or www.invernesswa.co.uk
Moray Women's Aid	01343 548549 or admin@mwaelgin.co.uk
Ross shire Women's Aid	01349 862689
Lochaber Women's	01290 423434
If preferred for Black and Minority Women:	
Hemat Gryffe Women's Aid	0141 353 0859 or www.hematgryffe.org.uk
Shakti Women's Aid	0131 475 2399 or www.shaktiedinburgh.co.uk
LGBT+ Support:	
Fear Free	0131 624 7270 or https://fearfree.scot/ FearFreeInfo@sacro.org.uk
GALOP (National LGBT Helpline)	0800 999 5428 or help@galop.org.uk
Support for Men experiencing domestic abuse:	
Men's advice line: www.domesticabuse.co.uk	0808 801 0327 Email: info@mensadvice.org.uk Internet: www.mensadvice.org.uk
Police Scotland:	
National advice	http://www.scotland.police.uk/keep-safe/advice-for-victims-of-crime/domestic-abuse/
Domestic Abuse Unit	01563 505 076 www.scotland.police.uk
Concern Hub	01563 505 131 www.scotland.police.uk
Other Support:	
Inverness Samaritans	116 123 (UK) or jo@samaritans.org
Victim Support: Scotland	0800 160 1985 or https://victimsupport.scot/
Highland Homelessness Team	01349 886602 or 01349 886691 (out with office hours)
Inverness, Badenoch and Strathspey Citizens Advice Bureau	01463 237664
Rape and Sexual Abuse Service Highland	03330 066909 or https://www.rasash.org.uk/
National Resource Support:	
Scottish Women's Aid – 24hr Helpline	0800 027 1234 www.scottishwomensaid.org.uk
Rape Crisis	0808 801 0302 or www.rapecrisisscotland.org.uk
Shelter	0808 800 4444 or www.scotland.shelter.org.uk
One Parent Families Scotland	0808 801 0323 or www.opfs.org.uk
Breathing Space Scotland	0800 83 85 87 or www.breathingspace.scot
Breaking the Silence	0800 737 732 or info@breakingsilence.com.au

