



## LINCOLNSHIRE COUNTY COUNCIL:- Domestic Abuse Policy Document

<b>Policy Title:</b>	<b>Domestic Abuse and Domestic Violence</b>
<b>Commissioning Officer:</b>	<b>Executive Director of Finance and Public Protection</b>
<b>Directorate/ Business Area Owner:</b>	<b>Finance and Public Protection</b>
<b>Department responsible:</b>	<b>Safer Communities</b>
<b>Senior Owner:</b>	<b>County Officer Public Protection/ Assistant Director</b>
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<b>Links with other Directorates and Service Areas' domestic abuse and domestic violence protocols:</b>	<b>Adults Directorate Children's Directorate Economy &amp; Heritage Directorate Public Health Directorate Public Protection and Finance YOS Human Resources</b>

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<b>1.8</b>	<b>02/09/2016</b>	<b>To provide a county governance structure for existing LCC DA Policies.</b>

## **1. COMPLIANCE WITH LEGISLATION AND STATUTORY GUIDANCE: -**

This Document has been drafted to comply with:

- Children's Act 2004
- Working Together 2015
- The Principles of the Human Rights Act 1998;
- Public disclosure of such information is approved if this disclosure is in accordance with the Public Interest Disclosure Act 1998;
- Domestic Violence, Crime and Victims Act (2004)
- Care Act 2014 (section 14.2 Domestic Abuse and Section 1 Promoting Wellbeing)
- Crime and Disorder Act
- Domestic Homicide Review Statutory Guidance 2012
- Lincolnshire Joint Domestic Abuse Protocol 2015

Adherence to these Acts and Protocols will ensure compliance is met with all relevant legislation.

## **2. POLICY STATEMENTS:-**

This Policy refers to all circumstances where Lincolnshire County Council is involved in reports of domestic abuse across each Directorate. Domestic abuse is otherwise referred to as DA.

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

## **3. INTRODUCTION: -**

This is Lincolnshire County Council's Domestic Abuse Policy that has been adopted by the Chief Executive and Corporate Management Board to ensure compliance throughout the entire authority.

## **4. AIM(S):-**

The response of Lincolnshire County Council to domestic abuse reports has a number of principle aims:

- To ensure that domestic abuse is recognised as a priority for the Local Authority;
- To raise awareness of domestic abuse amongst employees;
- To enable the authority to identify and respond early to cases of domestic abuse;
- To enable the authority to fulfil its duty to promote the wellbeing of Lincolnshire residents (Care Act 2014 Section 1.2 and 1.3 – Well Being Principle);
- To ensure Safeguarding and Domestic Abuse policies are aligned;
- To provide a framework for coordinating and commissioning front line services;
- To ensure that Lincolnshire County Council employees and front line practitioners in agencies commissioned by the Local Authority are appropriately trained in domestic abuse;
- To ensure that Lincolnshire County Council has a structure to support employees to effectively detect and respond to domestic abuse in Lincolnshire.

## **5. DEFINITION OF DOMESTIC VIOLENCE:-**

Domestic Abuse affects a large proportion of the population, directly and/or indirectly. The victim can be young or old, male or female, married, single or cohabiting. Couples can be of the same sex or of opposite.

Domestic abuse is a broad description of abusive relationships that develop within the home or the family setting and where power is exercised to the detriment of at least one party.

"The Government's definition of domestic abuse (2013) 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;*
- *Physical;*
- *Sexual*
- *Financial;*
- *Emotional.*

*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."*

The Home Office definition of family member is: mother, father, son, daughter, brother, sister & grandparents; directly-related, in-laws or step-family.

Evidence indicates that domestic abuse can take place anywhere, it does not only occur in the home environment – on some occasions the victim and perpetrator does not have to live in the same property. Domestic abuse could occur where one resides and the other is a regular visitor. This could be as a result of one being a current partner, ex-partner or a visiting family member. Research also shows that domestic abuse is unlikely to be an isolated event. Domestic abuse may begin as an isolated offence, but it then gradually becomes more and more frequent over a prolonged period of time – each time, potentially becoming more and more serious in nature. The victim, at the same time becoming more and more frightened, isolated, humiliated and possibly ashamed - in some cases, domestic abuse may be so deeply embedded in a family life or a relationship that the victims, perpetrators and/ or children may fail to recognise or define their experience(s) as domestic abuse – this, will therefore create a barrier for seeking help and advice. Situations inclusive of domestic abuse may involve threatening behaviour, violence or abuse. This could be of a psychological, physical, sexual, financial or emotional nature. It has also been identified that there may be contributing factors to domestic abuse. For example, mental illness, substance misuse, homelessness, pregnancy, ex partners and family members.

## **6. IMPLICATIONS OF THE POLICY:-**

Where it is relevant the following areas should be considered:

- Financial implications and budgets;
- Human resources and training;
- Strategic Planning;
- Risk Management;
- Health and Safety;
- Diversity;
- Legal Services

- Commissioning of services.

## 7. GOVERNANCE AND ACCOUNTABILITY (Appendix C):-

All departments within Lincolnshire County Council are required to adhere to this policy and procedure. In addition Children's Services, Youth Offending Service and Adult Services have more detailed information and procedural guidance for practitioners. [Click here to access the Children's Service Procedure.](#) [Click here to access the Adult Services Procedure.](#) [Click here to access the Youth Offending Procedure.](#)

Lincolnshire County Council will also adhere to the Lincolnshire Joint Domestic Abuse Protocol produced by the Lincolnshire Safeguarding Children Board, Lincolnshire Adult Safeguarding Board and Domestic Abuse Strategic Management Board. Any deviation from this policy or the Domestic Abuse protocol should be evidenced and have a clear and robust rationale.

The responsibility for Domestic Abuse and compliance with this Policy lies with the Corporate Management Board at Lincolnshire County Council. The Accountable Officer is the Executive Director of Finance and Public Protection.

To facilitate prioritisation of domestic abuse within Lincolnshire County Council and provide assurance to the Corporate Management Board (CMB) of adherence to the policy a Domestic Abuse Group, with representatives from across the authority exists to:

- Audit compliance with this Policy, the Lincolnshire Domestic Abuse Charter and with the Lincolnshire Joint Domestic Abuse Protocol and provide results of the audit to CMB for review and action;
- Provide assurance to CMB that all contracts that provide front line services to adults and/ children comply with the Lincolnshire County Council Domestic Abuse Policy. This to be evidenced through contract and performance management;
- Analyse data from across the Authority and the partnership and use this at a strategic level to tackle risk;
- Ensure that lessons are learned from Serious Case Reviews, Safeguarding Adults Reviews and Domestic Homicide Reviews where domestic abuse is a feature;
- Share details across the authority of new legislation, research, best practice;
- Work together on publicity campaigns; and
- Promote the Lincolnshire County Council Domestic Abuse Guidance for Employees and Managers.

[See Appendix A for the full Terms of Reference for the Lincolnshire County Council Domestic Abuse Group.](#)

### **Elected members**

The Community and Public Safety Scrutiny Committee is responsible for scrutinising the work of the authority in relation to domestic abuse. In addition the Elected Members responsible for Children and Adult Safeguarding are also responsible for Lincolnshire County Council's adherence to this policy.

### **Domestic Abuse Partnership**

Lincolnshire County Council is a key partner in the Lincolnshire Domestic Abuse Strategic Management Board (DASMB). The Board is responsible for the production of the Lincolnshire Domestic Abuse Strategy and associated annual delivery plans. Lincolnshire County Council is committed to ensure that there is representation on this board from the following key departments:

- Community Safety and Trading Standards
- Youth Offending Service
- Children's Services (representing all areas of the department including Schools)
- Adult Services (representing Adult Services and Adult Safeguarding)

The only aspect of domestic abuse that is not led by the Domestic Abuse Strategic Management Board is Female Genital Mutilation. The Lincolnshire Safeguarding Children Board is the lead for this area of work.

The Lincolnshire County Council Domestic Abuse Manager and Project Officer are responsible for supporting the partnership and advising managers within Lincolnshire County Council in relation to domestic abuse issues.

### **Domestic Abuse Charter**

In 2013 the Domestic Abuse Strategic Management Board introduced the Lincolnshire Domestic Abuse Charter. The Chief Executive Officer and Corporate Management Board have agreed to comply with the 10 standards outlined in the Charter. [See Appendix B for details of how Lincolnshire County Council will achieve compliance with the Charter.](#)

### **White Ribbon Town Award**

In order to demonstrate to partner agencies and members of the public Lincolnshire County Council's commitment to working towards ensuring that the people of Lincolnshire live their lives free from domestic abuse the authority will achieve the White Ribbon Town Award. It must be noted however that this award focuses on violence against girls and Lincolnshire County Council works for everyone affected by domestic abuse, in accordance with the Home Office definition of domestic abuse.

## **8. TRAINING**

Lincolnshire County Council is serious about ensuring that everyone knows about domestic abuse, what help and support is available, and that those employees working on the front line know how to respond.

There are 3 levels of training for LCC employees:

Basic Domestic Abuse e-learning course. This is available through Lincs2Learn and must be completed by ALL employees (unless more in depth knowledge of domestic abuse is needed for their job). This e-learning should take approx.. 30 minutes

Awareness of Domestic abuse and the Impact on Children and Young People. This e-learning is much more in depth than the basic domestic abuse course. Therefore, if the employee is required to complete this level of training they do not need to do the Basic domestic abuse course. This more in depth e-learning course is mandatory for all Adult care and Children's Services practitioners.

It is also for all front line practitioners i.e. anyone who comes into contact with members of the public as part of their job, if their managers consider it appropriate.

Multi Agency Domestic Abuse Training. This face to face training is mandatory for all Adult care and Children's Services practitioners but will also be useful for other employees throughout Lincolnshire County Council if their job involves working with members of the public. The training includes risk identification, risk assessment, risk management, safety planning, the Multi Agency Risk Assessment Conference (MARAC), stalking and harassment, Forced Marriage and Honour Based Abuse.

Places are booked through the LSCB website. <https://www.lincolnshire.gov.uk/lscb/> The Awareness of Domestic abuse and the Impact on Children and Young People e-learning must be completed before this face to face training.

In addition all Children's Social Workers, where the line manager considers it appropriate, will be to be trained in Female Genital Mutilation.

<https://www.gov.uk/government/publications/female-genital-mutilation-resource-pack>

MARAC representatives will be given a full induction to the MARAC by their line manager. Instruction on the use of Modus' (the system used to administer the MARAC) must be accessed by the MARAC representative via the County Domestic Abuse Team. The line manager of anyone who is a MARAC representative must also ensure that they are fully aware of the MARAC processes and must have observed at least one MARAC (in accordance with the Lincolnshire MARAC Operating Protocol 2016).

There is also the expectation that staff will complete refresher training every 5 years.

## 9. RESPONSE TO DOMESTIC ABUSE:-

When responding to domestic abuse Lincolnshire County Council employees and commissioned services employees will adhere to the Lincolnshire Joint Domestic Abuse Protocol.

In addition Children's Services practitioners should be aware of further specific guidance that compliments this policy and the Joint Protocol. [Click here to access the Children's Services Procedures.](#)

Adult Services practitioners should refer to Lincolnshire County Council Adult Care Safeguarding Policy and Procedures.

### **Professional Curiosity**

The Joint Domestic Abuse Protocol stresses the importance of professional curiosity. Lincolnshire County Council Practitioners and practitioners of commissioned services 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 staff in openness, constructive challenge and confidence to practice sensitive and challenging circumstances at the front line.

It is vital that professionals 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.

Practitioners should never avoid asking the difficult questions, sharing concerns with colleagues or your supervisor as a "fresh pair of eyes" looking at a case can really help to maintain good practice standards and develop a critical mindset.

## 10. COMMISSIONING OF SERVICES:-

\*Best Practice is that all contractors and commissioned services that provide a front line services to adults and/or children comply with this policy. Adherence to this policy is to be evidenced through contract and performance management and assurance given to the CMB.

Relevant contracts must be clear about adherence with this policy including:

- The expectations of the providers
- The policies and procedures they are expected to have in place
- Agreement to adhere to the Lincolnshire County Council Policy \*\*
- Details of the required level of training expected of employees
- Referral pathways, for standard, medium and high risk (including MARAC)
- Domestic Abuse Policy for employees
- Details of performance and contract management including anonymised data analysis
- Implementing recommendations and action following a domestic homicide review

\*LCC commission in excess of 13,000 support staff in delivering homecare and other similar services. Therefore, it is recognised that Directorates will not be compliant with this policy at the point of publication.

\*\*It is recognised some out of county providers will adhere to their own local partnership policies and protocols, which if appropriate will be accepted as compliant.

## 11. STAFF SAFETY AND WELL BEING:-

Practitioners are potentially at risk whenever they work with a family where one or more family members are violent. Practitioners should:

- Be aware that domestic abuse is present but undisclosed or not known in many of the families they work with;
- Ensure that they are familiar with Lincolnshire County Council's safety at work policy and lone working policy;

Managers should ensure that professionals have the appropriate training and skills for working with people experiencing Domestic Abuse; and use supervision sessions both to allow a professional 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.

## 12. DOMESTIC ABUSE GUIDANCE FOR EMPLOYEES AND MANAGERS:-

Domestic Abuse is an issue which affects all sections of society, and it is therefore important that Lincolnshire County Council has clear and effective responses to help minimise the impact of domestic abuse on its employees.

Should you or your staff be affected by Domestic Abuse, please refer to the [Domestic Abuse Guidance for Employees and Managers](#).

Anyone with line management responsibility must be aware of the Guidance document, how to access it and therefore how to respond if domestic abuse is suspected or disclosed by the employee. It is recognised that not all line managers will have the necessary skills, knowledge and experience to complete a risk assessment with an employee. Lincolnshire County Council has therefore ensured that all Human Resource Advisors have been trained in domestic abuse and risk assessment and will support a manager to appropriately and consistently respond to employees who are victims or perpetrators of domestic abuse.

In addition, the organisation responsible for Occupational Health Assessments will ensure that all clinicians have had domestic abuse training, including risk assessment. The contracted agency providing this service will provide anonymous data to Lincolnshire County Council about the number of employees affected by domestic abuse and the number of DASH risk assessments completed.

## 13. NO RECOURSE TO PUBLIC FUNDS:-

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 staff 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, practitioners 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 staff should feel comfortable to intervene and make good professional decisions and escalate to the appropriate level of decision making.



## 14. APPENDICES:-

### **Appendix A – Terms of Reference for the Lincolnshire County Council Domestic Abuse Group**

#### **Purpose**

The Lincolnshire County Council (LCC) Domestic Abuse Group (DAG) is a cross departmental group of senior managers responsible for providing assurance to the Corporate Management Board (CMB) of adherence to the LCC Domestic Abuse Policy.

It aims to monitor, scrutinize and support the Authority in its response to domestic abuse. The DAG will aim to secure continuous improvement and promote best practice in preventing, reducing and responding to domestic abuse, throughout the Authority.

#### **Governance and Accountability**

The responsibility for domestic abuse and compliance with this Policy lies with the Corporate Management Board (CMB) at Lincolnshire County Council. The Accountable Officer is the Executive Director of Finance and Public Protection, Peter Moore.

The Chair of the Domestic Abuse Group will provide a quarterly report to the CMB on progress made towards agreed performance indicators and actions. The CMB will consider the report and act upon any issues raised and consider recommendations made by the DAG and the implications for the Authority.

Members of the DAG will agree an annual action plan detailing the work to be completed across all departments in relation to domestic abuse.

#### **Membership**

The Lincolnshire County Council Domestic Abuse Group will be chaired by the County Officer for Public Protection, supported by the County Domestic Abuse Manager and comprises senior representatives (Service Manager or more senior) from the following areas:

- Children's Services – Commissioning
- Children's Services – Education
- Children's Services – Operational
- Youth Offending Service
- Public Health – Commissioning
- Adult Services - Safeguarding
- Adult Services – Operational
- Adult Services – commissioning
- Human Resources

Additional members of the Authority may be required following an initial scoping exercise of front facing services.

#### **Responsibilities**

The Domestic Abuse Group will:

- Audit compliance with this Policy and with the Lincolnshire Joint Domestic Abuse Protocol and provide results of the audit to CMB for review and action;
- Provide assurance to CMB that all contracts that provide front line services to adults and/ children comply with the Lincolnshire County Council Domestic Abuse Policy. This to be evidenced through contract and performance management;
- Ensure compliance across the Authority with the Lincolnshire Domestic Abuse Charter ([see Appendix B](#));
- Analyse data from across the Authority and the partnership and use this at a strategic level to tackle risk;
- Ensure that lessons are learned from Serious Case Reviews, Safeguarding Adults Reviews and Domestic Homicide Reviews where domestic abuse is a feature;
- Share details across the authority of new legislation, research, best practice;
- Work together on publicity campaigns;
- Promote the Lincolnshire County Council Domestic Abuse Guidance for Employees and Managers;
- Ensure that information and decisions made by the group are distributed to relevant staff throughout the Authority;
- Review the Terms of Reference of the group annually.

### **Attendance**

Members are required to forward their apologies when they are unable to attend a meeting and are requested to provide an update for the DAG where relevant. Members are required to provide a substitute representative who will attend the DAG when they are unable to do so.

Apologies for meetings should be made to the County Domestic Abuse Manager and attendance will be monitored and reviewed by the Chair at regular intervals.

### **Method of Working**

The DAG will aim to hold meetings no less than 4 times a year. The frequency of meetings is subject to change in relation to need.

Subgroups agreed by the DAG will be established with an appropriate Chair/members and terms of reference to progress specific areas of the LCC Domestic Abuse Action Plan. These sub-groups will meet as appropriate and report back to the DAG meetings.

Membership is to be retained as far as practicably possible, changes and new members are to be agreed by the DAG as and when required and if appropriate by the CMB.

### **Administration**

Every member of the DAG has an equal right to place items on each meeting's agenda.

The County Officer for Public Protection (AD Safer Communities) must receive any items no later than seven working days before the date of the meeting.

Papers and agendas will be circulated to all DAG members before the meeting unless informed otherwise.

## Appendix B - Lincolnshire County Council compliance with the Domestic Abuse Charter

Lincolnshire County Council will ensure compliance with the 10 standards in the Lincolnshire Domestic Abuse Charter by:

1. *That the agency I represent understands the realities of domestic abuse and its impact on, and cost to, the services it provides. Data to be shared within the DASMB.*

To ensure adherence with this standard and to inform strategic planning and responses to domestic abuse, the following data will be captured, analysed and shared within the Authority, with the DASMB and also with the Lincolnshire Safeguarding Children Board and Lincolnshire Adult Safeguarding Board:

- The number of children on Child Protection Plans where domestic abuse is a factor
- The extent to which risks to children affected by domestic abuse are appropriately assessed and individual children and families supported
- The extent to which the cases of children at risk from domestic abuse are effectively investigated and perpetrators arrested and prosecuted
- The impact and effectiveness of agencies at combatting and disrupting domestic abuse and the impact on children
- The availability and quality of support and post-abuse therapeutic help for children who have suffered from DA in the household or in their own relationship
- The number of adult safeguarding referrals where domestic abuse is a factor and the appropriateness of these referrals
- The number of DASH risk assessments completed and the level of risk for each victim
- Service user outcomes for domestic abuse victims, children and perpetrators
- The impact of work undertaken with adult offenders to reduce any identified risk of harm to children which may stem from their offences or their role as a parent/carer
- The extent to which the voice of the child and the voice of the adult is heard and how this is used at an individual and strategic level to tackle risk
- The extent to which the voice of the child, victim and perpetrator is heard and how this is used at an individual and strategic level to tackle risk
- Details of preventative work, including the effectiveness of mapping patterns, profiling the overview of cases and the response from local services
- The impact of local elected members scrutiny and challenge to practice
- The impact on Lincolnshire County Council of partner agencies not adhering to safeguarding and domestic abuse policies and procedures

2. *Domestic Abuse material is displayed by the agency/department I represent suitable for all members of the community. Information about domestic abuse is included on respective agencies websites with links to the Lincolnshire DA website*

All facilities belonging to Lincolnshire County Council will have domestic abuse posters and literature available in all public areas and in staff areas. Literature includes information relating to:

- The impact on children
- Male victims
- Female victims
- Familial abuse
- Teenagers
- Older People
- Lesbian, gay, bi-sexual and trans people (LGBT)
- Forced Marriage
- Female Genital Mutilation
- Honour Based Abuse

There is information about domestic abuse on the Lincolnshire County Council website with links to the Lincolnshire domestic abuse website (which is managed by the Lincolnshire County Council, Domestic Abuse Team). Lincolnshire County Council will also produce an annual communications strategy.

3. *That there is an effective domestic abuse policy/protocol or guidance in place detailing how the agency/department will respond to domestic abuse*

This document is the Lincolnshire County Council Domestic Abuse Policy and employees are regular reminded of the policy through training, supervision, internal bulletins and communications. In addition the County Joint Domestic Abuse Protocol is promoted within the authority.

4. *That risk identification, risk assessment and risk management processes, for victims, perpetrators and children are fully embedded within the agency/department I represent*

The Domestic Abuse Stalking and Honour Based Abuse (DASH) risk assessment is used in all cases of domestic abuse. In addition practitioners working with children will consider the use of the Barnardo's risk assessment to understand the impact on children. LCC Managers will ensure timely and appropriate intervention takes place to mitigate risk to the individual. Practitioners will be cognisant of their responsibility in respect of safeguarding children and adults.

5. *That there is full participation by the agency I represent within the Multi Agency Risk Assessment Conference (MARAC) process for High Risk Victims*

The Lincolnshire MARAC Operating Protocol (2016) has been signed by the Chief Executive and all members of the Corporate Management Board.

The following departments are represented at MARAC:

- Children's Services (including Education Services with links to all primary and secondary schools in Lincolnshire)
- Adult Services
- Youth Offending Services

The administration for the MARAC is provided by Lincolnshire County Council within the Safer Communities. Lincolnshire County Council is therefore responsible for the data and management related to the initiative.

6. *That all appropriate referral/signposting pathways are in place for standard and medium victims*

Lincolnshire County Council will ensure that all victims of domestic abuse are safely provided with information and contact details of specialist domestic abuse agencies and that perpetrators known to the authority are signposted or referred to sources of support, appropriately and safely. This will be performance managed by Lincolnshire County Council's Domestic Abuse Group.

7. *That staff who require Domestic Abuse training have been identified and the level of training required assessed and that all identified staff have completed the training to the required level ([See section on Training](#)).*

8. *Front line workers routinely discuss safety measures with the victim/children and provide relevant information and support.*

This will be evidenced through case file audits.

9. *That there is regular attendance and participation at the Domestic Abuse Strategic Management Board and Domestic Abuse Delivery Group from my agency*

Lincolnshire County Council is committed to ensure that there is representation on the DASMB and Domestic Abuse Delivery Group from the following key departments:

- Community Safety and Trading Standards

- Youth Offending Service
- Children's Services (representing all areas of the department including Schools)
- Adult Services (representing Adult Services and Adult Safeguarding)

10. *The agency has an employee policy for staff experiencing or perpetrating domestic violence*  
Lincolnshire County Council has a guidance document for employees and managers in place and this is regularly promoted within the authority ([click here to view Domestic Abuse Guidance for Employees and Managers](#))

## Governance Structure

