

## HR POLICY UPDATES

### REPORT OF THE CHIEF FIRE OFFICER



For Approval

#### 1. PURPOSE OF REPORT

- 1.1 To provide Members with details of the newly developed Domestic Abuse Policy for consideration.

#### 2. RECOMMENDATION

- 2.1 That Members approve of the Domestic Abuse Policy attached as Appendix 1.

#### 3. DOMESTIC ABUSE POLICY & PROCEDURE

- 3.1 The policy aims to raise awareness of domestic abuse including what is recognised as domestic abuse, the likely effects on individuals, their families, friends, colleagues and the service, how to recognise if an individual is experiencing domestic abuse and the actions and responses that may be taken in relation to this or any disclosure/s.
- 3.2 The service has a responsibility to provide all its employees with a safe working environment where every employee effected has the knowledge that they can raise any issues relating to domestic abuse and any disclosure will be dealt with in a supportive, confidential and sensitive manner.
- 3.3 The policy provides a framework to encourage those who may be affected to raise their concerns and seek help and support.
- 3.4 As part of the development of the draft policy, feedback was sought from the workforce via the Health, Fitness and Wellbeing and Women's network groups, no comments received.
- 3.5 The draft was shared with the services Safeguarding and Risk Reduction Manager and the draft amended slightly to ensure the appropriate safeguarding information and reporting procedures have been captured.
- 3.6 The Trade Unions have been consulted, Unison and the FBU were happy with the aim and content of the policy and only suggestions/comments were around slight grammatical errors.

- 3.7 The proposed policy, provided at Appendix 1, was considered by the Executive Leadership Team in March 2026 and has been subject to an Equality Impact Assessment, as detailed in the appendices.

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