

Domestic Abuse and Violence Policy

AREA:	PEOPLE SERVICES
AUDIENCE:	ALL EMPLOYEES
REVIEW FREQUENCY:	ANNUALLY
DATE ISSUED:	JUNE 2026
LAST REVIEW DATE	JUNE 2026
NEXT REVIEW DATE	JUNE 2027
OWNED & REVIEWED BY:	HEAD OF PEOPLE SERVICES
APPROVED BY	CHAIR OF BAT BOARD OF TRUSTEES / PEOPLE COMMITTEE
APPROVAL DATE	17.06.2026

Brunel Academies Trust (BAT) is a company limited by guarantee with registration number 10074054 and registered offices at Unit B4C Orbital Retail Park, Thamesdown Drive, Swindon, SN25 4AN; BAT is the parent company and Sole Corporate Member of the subsidiary company Brunel Education (BE). Brunel Education is a charitable company limited by guarantee with registration number 11991915, registered with the Charities Commission of England Wales (Charity Number 1214820) and with registered offices at Unit B4C Orbital Retail Park, Thamesdown Drive, Swindon, SN25 4AN.

Tier 1 policies are centrally held policies relating to Education, Governance, People Services, Finance, ICT and Operations and are the direct responsibility of BAT. Tier 1 policies are created by the BAT Central Services Team but adopted and reviewed by the BAT Board.

We are committed to a sustainable future and to improving the social, economic, and environmental well-being of the community. We are dedicated to environmental improvements that foster a sustainable future and lead to social and economical improvements in the communities we operate within.

1. Purpose

Brunel Academies Trust is committed to providing a safe, supportive, and inclusive working environment. This policy sets out how the Trust will support employees who are experiencing domestic abuse and violence, recognising that it can have a significant impact on an individual's wellbeing, safety, and ability to work.

Domestic abuse can affect anyone, regardless of gender, age, disability, ethnicity, sexual orientation, religion, or background. The Trust aims to respond sensitively, confidentially, and appropriately.

2. Scope

This policy applies to all employees of Brunel Academies Trust, including permanent, temporary, fixed-term, and agency staff. It also applies to volunteers, where appropriate.

3. Definition of Domestic Abuse

Domestic abuse is defined in line with the **Domestic Abuse Act 2021** as any incident or pattern of incidents of controlling, coercive, threatening, degrading, or violent behaviour, including sexual violence, between those aged 16 or over who are, or have been, intimate partners or family members.

This includes, but is not limited to:

- Physical abuse
- Emotional or psychological abuse
- Sexual abuse
- Financial or economic abuse
- Coercive or controlling behaviour
- Online or digital abuse

4. Principles

This policy is informed by the principles set out in the **Keeping Children Safe in Education (KCSIE)** statutory guidance and **ACAS guidance on domestic abuse and the workplace**, ensuring that the Trust meets its safeguarding, employment, and duty of care responsibilities. The Trust will:

- Treat all disclosures seriously and with empathy;
- Respect confidentiality, sharing information only where necessary and appropriate;
- Not tolerate domestic abuse in any form;
- Provide reasonable support and adjustments where possible;
- Ensure employees are not treated less favourably because they have experienced domestic abuse.

5. Confidentiality and Data Protection

Information relating to domestic abuse will be handled sensitively and confidentially, in line with data protection legislation. Disclosure will only be made with the employee's consent, unless there is a safeguarding concern or legal obligation to share information.

6. Support Available

Employees experiencing domestic abuse are encouraged, but not required, to disclose this to their line manager, People services, or another trusted senior colleague.

Support may include:

- Temporary or permanent changes to working hours or patterns;
- Flexible working arrangements or home working where appropriate;
- Paid or unpaid leave to attend medical appointments, legal proceedings, or support services;
- Adjustments to duties or work location;
- Support with safety planning in the workplace;
- Signposting to external specialist support organisations.

7. Role of Managers

Line managers and leaders across Brunel Academies Trust have a key role in supporting employees affected by domestic abuse. Managers should:

- Respond calmly and supportively to disclosures;
- Maintain confidentiality and respect the employee's wishes where possible;
- Seek advice from People Services before taking action;
- Consider reasonable adjustments and ongoing support;
- Be alert to signs that an employee may be experiencing domestic abuse.

Managers are not expected to be experts or counsellors but should act as a point of support and referral.

8. Role of People Services

The People Services team will:

- Provide advice and guidance to managers and employees;
- Support the implementation of reasonable adjustments;
- Ensure consistent application of this policy;
- Maintain appropriate confidential records;
- Support risk assessments where required.

9. If the Alleged Perpetrator Is an Employee

If an employee is alleged to be the perpetrator of domestic abuse:

- The matter may be addressed under the Trust's Disciplinary Policy where conduct impacts the workplace or breaches Trust values;
- Appropriate action will be taken in line with employment law and safeguarding responsibilities;
- Confidentiality will be maintained as far as possible.

10. Safeguarding

In line with **Keeping Children Safe in Education (KCSIE)**, where there are concerns that domestic abuse may place a child or vulnerable adult at risk of harm, the Trust has a duty to take appropriate safeguarding action. Where there are concerns about the safety of children or vulnerable adults, the Trust has a duty to act in line with its safeguarding obligations and may need to share information with appropriate agencies.

11. External Support and Signposting

Employees may find the following organisations helpful:

- National Domestic Abuse Helpline (24-hour): 0808 2000 247
- Women's Aid

- Refuge
- Men's Advice Line
- Local authority domestic abuse services

12. Further Policies

Where an employee's attendance is affected by domestic abuse, this will be managed in line with the Trust's Supporting Your Attendance Policy, with a focus on support rather than formal action. Absence or lateness that is directly linked to domestic abuse will be considered as a mitigating factor when reviewing attendance levels and deciding on next steps.

Where domestic abuse has impacted an employee's physical or mental health, the Trust will consider appropriate support in line with the Capability Policy, including reasonable adjustments, occupational health advice, and review periods. Formal capability procedures will not be progressed where there is a reasonable prospect that support measures will enable the employee to sustain attendance or performance.

Employees experiencing domestic abuse may request temporary or permanent changes to their working arrangements in line with BAT's Flexible Working Policy. BAT recognises that such requests may require a timely and flexible response and will give sympathetic consideration to adjustments that support safety, recovery, or stability.

Where an employee is alleged to be the perpetrator of domestic abuse and this has a bearing on their role, conduct, or safeguarding responsibilities, the matter may be addressed under BAT's Disciplinary Policy.

13. Governance and Policy Review

This policy has been approved by the Board of Trustees of Brunel Academies Trust and will be reviewed regularly to ensure it remains effective, compliant with legislation, KCSIE, ACAS guidance, and reflective of best practice. This policy will be reviewed regularly to ensure it remains effective, compliant with legislation, and reflective of best practice.

This policy has been approved by the People Committee and adopted by the BAT Board of Trustees. The policy will be reviewed every year or earlier if change to legislation.

Signed on behalf of the BAT Board of Trustees:

Signed:



CEO

Signed:



Chair of BAT Board of Trustees

Date: 17.06.2026