

E-mail address: foi@uhcv.nhs.uk

Our ref: FOI – 5547

Date: 7 August 2019

By email only

Dear

We write further to your request for information under the Freedom of Information Act received 11th July 2019. We have set out your request, together with our response below.

I am researching what support Trusts and Health Boards across the UK provide to employees who are experiencing domestic abuse. I am writing to you under the Freedom of Information Act 2000 to request the following information about your Trust/Health Board:

1. Do you have a domestic abuse policy or something equivalent that applies to employees experiencing domestic abuse? If so, please provide a copy of the applicable policy. –

Yes – Please see attached

2. Do you have other policy/policies which provide for support for employees experiencing domestic abuse (for example, as part of a leave policy)? If so, please provide a copy/copies of the relevant policy/policies.

There are special leave arrangements available that would cover leave for any number of reasons

3. Please inform us when each of the policies caught by the above questions ('the relevant policies') were first created and, if applicable, subsequently reviewed and updated?

The Domestic Abuse Policy was reviewed in 2018 and the second version published, this will be reviewed again in 2021.

4. Do you have a dedicated point of contact staff member who is trained to provide information and support to employees experiencing domestic abuse? When was that role created and first made active?

Staff are encouraged to contact a member of the Safeguarding Team which has been in existence for many years.

5. How are HR staff and managers made aware of the existence of the relevant policies?

The policy is easy to access through the internal intranet and is advertised during mandatory safeguarding training. Safeguarding is a relatively common theme in HR work and colleagues have a strong working knowledge of the policy

6. How are general staff made aware of the existence of the relevant policies?

The policy is easy to access through the internal intranet and is advertised during mandatory safeguarding training. Safeguarding training is mandatory for everyone in the Trust and is delivered at induction and on at least a three yearly cycle of updates

As we have provided the information that we do hold your request is now closed. We trust that this is satisfactory but if you are dissatisfied with the way that it has been handled you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: Geoff Stokes, Director of Corporate Affairs, UHCW, Clifford Bridge Road, Coventry CV2 2DX.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely

Andrea Phillips
FOI & Access to Health Records Manager