Richmond Hill Primary

DOMESTIC ABUSE POLICY AND PROCEDURES

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Version Date:	01/11/2026	**Version No:**	**1**
Review date[2]**:**	01/11/2027		

[1] *This document requires approval from the Governing Body*
[2] *This document must be reviewed annually*

REVIEW SHEET

The information in the table below provides details of the earlier KAHSC versions of this document and brief details of reviews and, where appropriate amendments which have been made to later versions.

Version Number	KAHSC Version Description	Date of Revision/Review
1	Original	Oct 2026

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POLICY STATEMENT

1. Definitions

The Domestic Abuse Act 2021 ("the 2021 Act") and the supporting statutory guidance defines domestic abuse as any of the following behaviours, either as a pattern of behaviour, or as a single incident, between two people aged 16 or over, who are 'personally connected' to each other:

- physical or sexual abuse;
- violent or threatening behaviour;
- controlling or coercive behaviour (a pattern of intimidation, degradation, isolation and control with the use or threat of physical or sexual violence);
- economic abuse (controlling money or access to it, employment or access to resources); and
- psychological, emotional, or other abuse including online abuse and stalking and harassment.

Two people are 'personally connected' to each other if any of the following applies:

- they are, or have been, married to each other or are civil partners;
- they have agreed to marry one another or entered into a civil partnership agreement (whether or not the agreement in either case has been terminated);
- they are, or have been, in an intimate personal relationship with each other;
- they each have, or there has been a time when they each have had, a parental relationship in relation to the same child (a parent of the child or the person has parental responsibility for the child);
- they are relatives (for definition of relative see Section 63 of the Family Law Act 1996).

Other types of domestic abuse include:

- abuse by family members;
- child/adolescent to parent or carer violence and abuse.

2. Introduction

This school has a zero-tolerance approach to domestic abuse in all its forms and is fully committed to the safety and wellbeing of everyone who works (paid and unpaid) here and others who may come into contact with the school such as parents, carers and pupils. No individual will suffer detriment, discrimination or victimisation as a result of seeking help or disclosing abuse.

Domestic abuse can be experienced by people of any gender and in any type of relationship. We recognise that some individuals face additional barriers to seeking help - for example due to immigration status, disability, cultural pressures, or fear of not being believed. In the majority of cases, domestic abuse is experienced by women and is perpetrated by men. It is, however, important to be aware that men can and will experience domestic abuse.

We are mindful of cultural issues when dealing with ethnic minority victims and that, in leaving a partner, they may be ostracised by family, friends and the wider community increasing risks to their safety. This in itself can be a major barrier to disclosure and the belief that "this is just the way it is in our culture".

The impact on the abused person can be devastating and can include for example, physical injury, psychological injury, depression, living in constant fear and self-harming behaviour. It can also adversely affect an adult victim's parenting capacity leading to a detrimental effect on children.

We recognise that domestic abuse is a serious issue that can affect any member of staff, parent, carer or pupils, regardless of age, sex, gender identity, sexual orientation, ethnicity, religion, disability or seniority. The effects of domestic abuse on others can be far reaching, affecting both staff members, pupils and the wider school community. As a school and an employer, we have an important role to play in offering those affected support.

This Policy sets out:

- how we will support staff and others who are experiencing, or have experienced, domestic abuse;
- guidance on recognising the signs of domestic abuse and responding appropriately;

- the support staff can seek from the school as their employer;
- where staff and managers can find specialist external help, including in Cumbria;
- the support other individuals can seek from either the school or other external specialist help, both locally and nationally;
- how domestic abuse can affect children.

This policy applies to all employees of the school, including teaching and support staff, supply staff, trainee teachers, volunteers and contractors and others who may come into contact with the school (parents, carers, extended family).

3. Roles and responsibilities

Governing body - to approve and review this Policy on an annual basis or sooner if legislation or statutory guidance changes and assure itself that staff and others affected by domestic abuse are properly supported.

Head teacher and senior leaders - embed this policy day to day and ensure that domestic abuse reports/disclosures are responded to with compassion and victims are signposted to support. Where required, implement and put in place any workplace measures in the form of a workplace domestic abuse risk assessment and support plan to support victims. Ensure the Designated Safeguarding Lead (DSL)/ deputy have received specific training (see Section 5 below) in responding to reports of domestic abuse. Ensure that all staff have received training in recognising and responding to reports of domestic abuse and how to report/record their concerns and to whom.

DSL/deputy DSL - lead on any safeguarding concerns relating to children connected to a disclosure/report in line with the Child Protection Policy and procedures, Operation Encompass and the school's wider safeguarding arrangements. Liaise with the LA and other agencies as required.

Managers and line managers - respond to disclosures/reports from colleagues with compassion and in line with this policy. Be able to signpost to external support and implement any workplace measures suggested for colleagues.

Human Resources (HR) - advise managers, oversee consistent application of this policy, co-ordinate support plans, liaise with Occupational Health providers and manage leave arrangements, flexible working, and other support.

All staff – be aware of and understand this policy and of the signs of domestic abuse among colleagues and others in the school community and treat them with respect and sensitivity. Report any concerns, suspicions or disclosures directly to the DSL or Head teacher as soon as possible and do not share concerns with other colleagues. Ensure confidentiality is maintained at all times.

4. Related policies and procedures

This policy should be read in conjunction with the following policies and procedures:

- Child Protection
- Code of conduct for staff and other adults
- Equality Policy
- Special Leave/Leave of absence Policy
- Flexible working Policy
- Disciplinary Policy
- Data Protection Policy
- Health and Safety Policy

5. Training

An element of recognising domestic abuse is included in the basic safeguarding courses which all staff working in schools are required to attend.

The DSL and any deputy will be trained specifically in how to recognise and respond to disclosures/reports of domestic abuse from either a member of the school workforce, a parent/carer or a pupil.

Cumberland Council deliver a range of Domestic Abuse training details of which can be found on the training page of the CSCP website - https://cumberlandsafeguardingchildren.co.uk/training/face-face-training/domestic-abuse-da-training.

6. Supporting individuals

Staff in schools are often the first to notice that something is wrong. No-one is expected to be an expert in domestic abuse, a counsellor or an investigator. Our role is to notice, to respond with compassion, to signpost to specialist help, and in the case of employees and volunteers, to put reasonable support in place.

No single sign confirms that someone is experiencing domestic abuse; the signs below for each group can have many other explanations. They are prompts to pay attention and, where appropriate, to check in.

6.1 Parents/carers

When domestic abuse is disclosed or staff believe that domestic abuse is being experienced it can be extremely challenging. In the short term, the important thing to do is to listen, provide reassuring and emotional support and to speak in a language that is not judgemental. Staff should always believe what they are being told and reassure the person that the abuse is not their fault.

There are some key issues to look out for when an individual does not disclose but staff have an inclination that domestic abuse is being experienced and staff should be alert to any behaviours they may observe:

During conversations with both parties:

- The victim waits for their partner to speak first;
- The victim glances at their partner each time they speak, checking their reaction;
- The victim smooths over any conflict;
- The partner speaks for most of the time;
- The partner sends clear signals to the victim, by eye/body movement, facial expression or verbally, to warn them;
- The partner has a range of complaints about the victim, which they do not defend.

If any of the above behaviours are witnessed, if possible, the most appropriate member of staff will attempt to speak to the parties separately after first having discussed their concerns with the DSL.

Victims of domestic abuse are often too afraid or uncomfortable to raise the issue of abuse themselves. Staff are prepared to ask questions sensitively but directly.

Before any of the suggested questions are asked, there are some basic principles to be considered:

1. Ensure that the time and place is appropriate e.g. not when they are about to pick the children up from school or wraparound care, they are going to work or if there are other people around.
2. If domestic abuse is suspected, ensure that the perpetrator is not likely to interrupt you or come home (if on a home visit).
3. Give the individual time to speak without interruption or pressing for details. Let them tell you as much or as little as they wish.
4. Never promise confidentiality. Explain that there are limited circumstances in which school staff may need to share information without consent – see section 5 below.
5. If they are concerned about using their own phone to seek support, offer for them to use the school landline or mobile in a quiet confidential space.

All conversations should be recorded and **all** situations, suspicions or concerns should be discussed with the DSL **prior** to any conversations taking place.

Possible questions which could apply to partner, ex-partner, boyfriend, girlfriend or other family member (not all questions will be relevant or appropriate in the circumstances) are included in Appendix A.

The questions may not be appropriate when speaking to children and the DSL **must** be involved in any conversations with children. **Always** discuss concerns about a colleague, parent or carer with the DSL

before considering a conversation with the victim. Some/all of the questions may, however, be useful if staff are worried or concerned about a friend or family member not connected with the school.

If a staff member has evidence of domestic abuse, a disclosure has been made or another member of the public has shared concerns, the DSL must be informed immediately and will follow the guidance issued by the Cumberland SCP - Domestic abuse and Adolescent to parent violence and abuse. This may include a Domestic Abuse, Stalking, Harassment and Honour-based Violence (DASH) Risk Assessment. Information for DSL's on DASH risk assessments and to whom they should be sent is included in the SCP respective Domestic abuse procedures. Where there are concerns for the welfare of a child, a referral should be made to CASS in accordance with the referrals procedure.

Where a member of staff believes that the individual may be in immediate danger, the Police will be contacted on 999.

Sources of support to which the individual could be signposted are provided in Appendix B.

6.2 Workforce

In responding to domestic abuse affecting an adult who discloses to a manager, other member of staff or volunteer, we will be guided by the following principles:

1. **Safety first.** The immediate and ongoing safety of the person(s) affected (and their children) is the priority.
2. **The victim is in control.** We will be led by the wishes of the person(s) affected wherever possible. We will not pressure anyone to take a particular course of action.
3. **Confidentiality.** Information will be handled sensitively and shared only on a need-to-know basis, subject to the limits in Section 5.
4. **Non-judgemental support**. Individuals will be believed, treated with dignity, and never blamed for the abuse they experience.
5. **No detriment**. No individual will suffer detriment, discrimination or victimisation as a result of seeking help or disclosing domestic abuse.

Possible indicators of domestic abuse include:

Changes at work	**Physical and behavioural signs**
Increased or unexplained absence or lateness	Visible injuries, or explanations that don't add up
Drop in performance or concentration	Becoming withdrawn, anxious or tearful
Reluctance to leave work, or arriving very early	Changes in eating, drinking or use of medication
A partner making frequent, controlling calls or visits	Clothing that conceals injuries or is out of keeping with the weather
Secrecy about home life, or fear of a partner	Receiving repeated upsetting calls, texts or emails

If a member of staff is concerned about a colleague who may be experiencing domestic abuse, in all cases, their concerns should be shared with the Head teacher/Manager.

Guidance for Head teachers/Managers

A note on staff who may be causing harm. This policy is primarily concerned with supporting victims and survivors. Where there are concerns that a member of staff may be perpetrating domestic abuse, the school will respond with care for any victim's safety and in line with its disciplinary, child protection and code of conduct procedures. Such concerns will also trigger a safeguarding response where children are involved.

Starting the conversation with a victim of domestic abuse, although difficult, is the first step:

- Choose a private, safe space and a time when you will not be interrupted.

- Be approachable and patient. You might simply say you have noticed they don't seem themselves lately, and that you are there if they would like to talk.
- Listen without judging, interrupting or pushing for detail. Let them tell you as much or as little as they wish.
- Believe what you are told and reassure them that the abuse is not their fault.
- Avoid giving advice on the relationship itself or telling them what they 'should' do. Focus on their safety and the support available.
- Be honest about the limits of confidentiality (Section 5) before they share sensitive information, if you can.

What to do next:

- If someone is in immediate danger, call 999.
- Signpost to specialist support - share the contacts in Appendix B. The national and Cumbria helplines are best placed to give expert advice.
- Agree what workplace support would help and put it in place promptly (see employee support below).
- Ask permission before sharing anything and explain who you may need to tell and why.
- Consider safeguarding. Where children may be at risk, contact the DSL in line with the school's safeguarding and child protection policy.
- Keep a confidential, factual record of any agreed actions, stored securely and separately from the general personnel file.
- Look after your own wellbeing — supporting a colleague can be difficult, and you can seek confidential support yourself (for example through the Employee Assistance Programme).

Things to avoid:

- Do not contact the alleged perpetrator or try to mediate.
- Do not approach the situation as a performance or conduct issue.
- Do not insist on a particular outcome or share information without consent (except as set out in Section 5).
- Do not promise absolute confidentiality you cannot guarantee.

Guidance for staff experiencing domestic abuse

If any member of our workforce, permanent, temporary or volunteering is experiencing domestic abuse, please know that you are not alone, that it is not your fault, and that support is available from both the school (as employer) and from specialist organisations to which we can signpost you.

In an emergency, if you or your children are in immediate danger, call **999**. If you cannot speak safely, call **999** and then press **55** when prompted to use the Silent Solution system, which lets the call handler know you need help without speaking.

Those experiencing domestic abuse can contact any of the specialist organisations listed in Appendix B directly and confidentially. They can help with safety planning, your legal rights, housing, financial and emotional support.

If a staff member feels able to, talk to a line manager, another trusted manager, the school's HR provider or our Employee Assistance contact. The conversation can be kept confidential, and the school will respect this as far as we are able (Section 5).

Staff members can choose how much to share and what support they would like. You remain in control of the decisions that affect you.

Staying safer at work

- Let the Head teacher or another manager know if you would like your contact details, working pattern or location kept confidential, or if there are people who should not be put through to you or told your whereabouts.

- Let a manager know if you are, or believe you are, being tracked, stalked or harassed either in person or online or your images are being used inappropriately without your consent.
- Tell us if a protective order (such as a non-molestation order) names the workplace, so we can help uphold it.
- Consider varying your routine and saving evidence of any abusive contact (in person or online) in a safe place.
- If you are worried someone may be monitoring your devices or tracking your location use a safe device or a public computer to seek help and remember you can clear your browsing history. If you don't know how to do this, please ask for assistance.

Employee support

The school can offer a range of practical support, tailored to individual circumstances and wishes. Following a report of domestic abuse, managers, (in conjunction with the HR team) will undertake a workplace domestic abuse risk assessment resulting in a workplace safety plan which may include:

- **Time off** — reasonable paid leave will normally be granted to attend appointments with the police, solicitors, courts, support services, housing or for medical care. The amount and type of leave will be agreed case by case.
- **Flexible or adjusted working** — temporary changes to hours, duties or working location to help you stay safe.
- **Workplace safety measures** —for example changing a phone extension or email address, reviewing or escorted parking arrangements, alerting reception to calls or visitors (with a photo of the perpetrator where appropriate), provision of a personal panic alarm, review of lone working or reviewing who can access your personal data.
- **Financial practicalities** — reviewing how and where your salary is paid if you are concerned about economic abuse, and signposting to advice on benefits and finances.
- **Emotional and wellbeing support** — access to the Employee Assistance Programme (EAP), occupational health, or a designated point of contact.

6.3 Children

Behaviour of the perpetrator may be considered to be abusive towards the victim despite it consisting of conduct directed at another person, e.g. the victim's child. Part one of the 2021 Act **recognises children as victims of domestic abuse** if the child sees, hears, or experiences the effects of the abuse, and is related to, or falls under "parental responsibility" of, the victim and/or perpetrator of the domestic abuse. A child might therefore be considered a victim of domestic abuse under the 2021 Act where one parent is abusing another parent, or where a parent is abusing, or being abused by, a partner or relative. Domestic abuse has a significant impact on children and young people of all ages having a negative impact on the child's ability to achieve his or her full potential.

We will always be curious around children missing education and are aware that this is a potential indicator of abuse. In terms of domestic abuse, children could be choosing to stay at home to protect the non-abusive parent or they could be kept at home by the parent/s to hide the abuse from school staff.

Prolonged exposure to domestic abuse can have a serious impact on a child's safety and welfare.

Signs that a child may be experiencing domestic abuse at home include:

Behavioural	**Physical signs**
Presenting as sleep deprived	Unexplained bruising or other visible injuries, with explanations that don't add up
Unsettled/withdrawn	Sleeping or drowsy in school; increased absenteeism/missing education; stomach or headache (real or perceived)

Anxious/fearful/angry	Falling out with friends resulting in isolation
Aggressive or bulling behaviours	Clothing that conceals injuries or is out of keeping with the weather
Focus on pleasing others	Expressing anti-social or criminal behaviour
Hypervigilance	Jumpy or edgy when voices are raised
Low self-esteem and difficulty forming healthy relationships	Self-harm/suicidal thoughts

Our school is part of Operation Encompass. This is a Police and education early intervention safeguarding partnership which supports children and young people who experience domestic abuse.

Further information on how we support children including details of 'Operation Encompass' is included in our Child Protection Policy and procedures. Details of how perceived or actual abuse between children under the age of 16 is managed can be found in our Child Protection Policy and Child on child abuse Policy. All such cases or concerns will be directed to the DSL in the first instance.

Where a child or adolescent has been identified as a perpetrator of domestic abuse against a parent, carer or other siblings/children, and there are concerns about the risks to household members, a referral must be made to CASS to trigger an early intervention/risk assessment.

7. Professional curiosity

Many Domestic Abuse Related Death Reviews and Serious Safeguarding Practice Reviews refer to a lack of professional curiosity or respectful uncertainty. School staff need to 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.

We have an organisational culture which supports our 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. Staff should never avoid asking the difficulty questions, sharing concerns with the DSL or Head teacher as a "fresh pair of eyes" looking at a case can really help to maintain good practice standards and develop a critical mindset. Professional curiosity is supported by:

- good quality training to help them identify situations which might indicate domestic abuse;
- access to good management, support and supervision when working with challenging situations of domestic abuse which will impact on staff working with families;
- having empathy for the child and / or adult and to consider the situation from their lived experience;
- remaining diligent in working with the family and developing the professional relationships to understand what has happened and its impact on all family members.

Further information on 'Professional curiosity' is available from Cumberland SCP – Professional curiosity.

8. Confidentiality and information sharing

We will treat anything shared about domestic abuse sensitively and confidentially. Information will be recorded securely and shared only with those who genuinely need to know in order to provide support or to keep people safe.

There are limited circumstances in which we may need to share information without consent, for example:

- where there is a serious risk of harm to the member of staff, to children, or to others;
- where we have a safeguarding duty in relation to a child; or

- where there is a legal obligation to do so.

Wherever possible, we will discuss any need to share information with the individual first and keep them informed. Records relating to domestic abuse will be kept separately from routine personnel records and pupil educational files and in line with our data protection obligations.

9. Monitoring and review

This policy will be reviewed at least annually by the Governing body, supported by the Head teacher, or sooner if there are changes in legislation, guidance or need. Any review will check that helpline contacts remain current and that the policy continues to support staff and others effectively.

10. Resources

The following resources have been used to develop his Policy and procedures:

- Cumberland SCP procedures – Domestic abuse
- Cumberland SCP procedures – Adolescent to parent violence and abuse (APVA)
- Education Support: Domestic abuse – a guide for school staff
- Home Office: Domestic abuse: How to get help
- Home Office: Domestic abuse: recognise the signs
- Home Office: Domestic abuse Act 2021 – statutory guidance
- NSPCC: Protecting children from domestic abuse
- NSPCC: The impact of coercive control on children and young people
- Operation Encompass: Resources for schools (includes posters for school)

With thanks to Just People for input on the workplace domestic abuse information.

Possible conversation opening questions

Possible questions which could apply to partner, ex-partner, boyfriend, girlfriend or other family member e.g. a relative, child or adolescent (not all questions will be relevant or appropriate in the circumstances). Possible questions are not in any particular order and will be prompted by the conversation.

The following questions may not be appropriate when speaking to children and the DSL **must** be involved in any conversations with children. **Always** discuss concerns about a colleague, parent or carer with the DSL before considering a conversation with the victim. Some/all of the questions may, however, be useful if you are worried or concerned about a friend or family member not connected with the school.

- Can you tell me what's been happening?
- You seem upset. How are things?
- Are you frightened of someone/something?
- How are things at home?
- Did someone hurt you?
- How did you get those injuries?
- Are you in a relationship in which you have been physically hurt, threatened, controlled, undermined or intimidated by them?
- Have you ever been in such a relationship?
- Are children present in the house during violent or abusive episodes?
- Do you ever feel frightened by them or other people at home? For example, a family member or child/adolescent.
- Are you (or have you ever been) in a relationship in which you felt you were badly treated? In what ways?
- Have they destroyed things that you care about?
- Have they ever threatened to harm your family? Do you believe that they would?
- What happens when either of you disagree?
- Have they ever prevented you from leaving the house, seeing friends, getting a job or continuing in education?
- What would happen if you wanted to go out with friends?
- Do they restrict or withhold your access to money or other resources, or access your Child Benefit or allowances?
- Do they take money from you without permission or without telling you?
- Have they ever hit, punched, pushed, shoved, slapped or had things thrown at you?
- Have they ever threatened you with a weapon?
- Do they use drugs or alcohol excessively? If so, how do they behave at this time?
- Do you ever feel you have to walk on eggshells around them?
- Are you ever made to feel it is your fault?
- Are you worried that you might be being followed, tracked via device location, stalked or harassed (on or off-line) by a current or former partner?
- Do you believe that they are monitoring your phone (reading messages/texts or emails), or using other devices (CCTV in the home etc.)?
- Have they or are they threatening to, upload images of you which you don't feel comfortable with or have not given your consent to?
- Have you ever been physically hurt in any way when you or they were pregnant?
- Have they ever threatened to harm any children? Or to take them away from you/their parent?
- Have the Police ever been involved?
- Have you tried to seek support from an external agency?

External Support and signposting

Cumbria-based services

The following local organisations support people affected by domestic abuse across Cumbria. Cumbria is served by two councils — Cumberland Council (north and west) and Westmorland & Furness Council (south and east) — both of which have a statutory duty to help with safe accommodation.

Organisation	How they can help	Contact
Cumbria Victim Support	Cumbria-wide support for women, men and children, whether or not the abuse is reported to police. Independent Domestic Violence Advisers (IDVAs). 24/7 support line.	Local: **0300 303 0157** 24/7: **0808 168 9111**
Safety Net	Free, Cumbria-wide service supporting recovery from rape, exploitation, sexual and domestic abuse.	**01228 515859** safetynetuk.org
The Birchall Trust	Counselling and support for survivors of rape, sexual and domestic abuse (South Cumbria – Furness and surrounding areas).	birchalltrust.org.uk
The Freedom Project / West Cumbria Domestic Violence Support	Free, long-term practical and emotional victim support, confidential helpline and counselling across West Cumbria, for men, women and children and those who wish to change abusive behaviour.	**01900 67167** freedom-project-west-cumbria.org.uk
Women Out West (Whitehaven/ Workington)	Support for vulnerable women in West Cumbria particularly victims of domestic abuse	**01946 550103/ 07516 416040** Wowadmin@ttcwestcumbria.org
Women Community Matters (Barrow & South Lakeland)	Community support for women, with men's support also available.	**01229 311102** reception@womenscommunitymatters.org
Gateway 4 Women (Carlisle & Workington)	Support in the Carlisle and Workington areas; men's support also available.	**01228 212090 (Carlisle)** **01900 403220 (Workington)** admin@cumbriagateway.co.uk (Carlisle) contactus@cumbriagateway.co.uk (Workington)
Springfield (South Lakeland)	Women's refuge support (takes referrals nationwide) and community-based support for men, women and children.	**01539 726171** help@springfieldsupport.org
Emergency accommodation – local councils	Cumberland Council and Westmorland & Furness Council have a statutory duty to assess the need for safe accommodation for victims of domestic abuse.	Cumberland-wide: **0300 373 3730** (day or night) Westmorland in Furness-wide (out of hours): **01229 833311** Barrow (office hours): **01229 876599** Eden (office hours): **01768 212179** South Lakes (office hours): **01539 793199**
Cumbria Police	Local policing for Cumbria. Always call 999 in an emergency.	Emergency: **999** Non-emergency: **101**

National Services

Managers can also call these national helplines for advice on supporting any victim of domestic abuse.

Organisation	How they can help	Contact
National Domestic Abuse Helpline (run by Refuge)	Free, confidential, 24/7 support for women experiencing any form of domestic abuse, and for friends, family and colleagues supporting someone. Can refer to emergency accommodation. Live chat Mon–Fri.	**0808 2000 247** nationaldahelpline.org.uk
Men's Advice Line (Respect)	Confidential helpline for men experiencing domestic abuse.	**0808 801 0327** mensadviceline.org.uk
ManKind Initiative	Confidential helpline for male victims of domestic abuse.	**0808 800 1170** mankind.org.uk
Galop	National helpline offering emotional and practical support for LGBT+ victims and survivors of abuse.	**0800 999 5428** galop.org.uk
Karma Nirvana	Support for victims of forced marriage and so-called 'honour'-based abuse (Mon–Fri).	**0800 5999 247** karmanirvana.org.uk
Respect Phoneline	Confidential helpline for anyone worried they may be behaving abusively towards a partner.	**0808 802 4040** respectphoneline.org.uk
Women's Aid	National charity working to end domestic abuse against women and children; email support and online Survivor's Handbook.	womensaid.org.uk helpline@womensaid.org.uk
Citizens Advice	Practical advice on legal rights, housing, benefits and finances.	citizensadvice.org.uk
PEGS (Parental Education Growth Support	Social enterprise supporting parents, carers and guardians who are experiencing Child to Parent abuse. Contact via a self-referral form.	Pegsupport.co.uk
Police	In an emergency, or where someone is in immediate danger, call 999. For non-emergency advice call 101. If you cannot speak when calling 999, dial 55 to use the Silent Solution system.	Emergency: **999** Non-emergency: **101**