



**Domestic Abuse Resource Pack for Schools & Educational Settings in
Lincolnshire**



Reviewed August 2025

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Amendments to this version:

- **1 - Updated data on prevalence of domestic abuse**
- **2.2 - Renaming and merging of impact on children & children as victims sections, addition of the definition from DA Act 2021 regarding children as victims of DA & information on behavioural changes**
- **3.2 – Full update to section**
- **3.3 – Full update to section, including renaming**
- **3.4 – New section**
- **3.5 - Addition of bullet point and renumbering in contents**
- **4.2 – Update of information and of Online safety website**
- **4.3 - Link to CPCA Traffic Light Toolkit and Flowchart**
- **4.8 – Addition of information on virginity testing**
- **5.7 - Updated MARAC Representative details**
- **5.8 - Update to completing MARAC Research**
- **5.11 – Update of information**
- **5.16 - Update to assessing risk in bullet point**
- **5.17 – Amended hyperlink for local and national support services**
- **5.18 - Change of resource name**
- **5.19 – Updates to training available**
- **6.3 - Change of name for DA service from SoLDAS to HAVEN**
- **6.3 - Amended hyperlink for District Council support**

1. INTRODUCTION

Domestic Abuse has a significant impact on individuals, families and our communities. It also has major implications for service providers and agencies across Lincolnshire and increases the demand on our services and organisations.

Nationally, it is estimated 1.2 million women, 700,000 men and 827,000 children experience domestic abuse each year. Partners working within our universal and targeted services, as well as the general public can be impacted; whether through intimate partnerships, family members, friends or our colleagues at work.

By working together in Lincolnshire we can:

1. Reduce the number of people in Lincolnshire who experience domestic abuse;
2. Reduce the length and severity of abuse for victims;
3. Reduce the number of perpetrators of domestic abuse through prevention and criminal justice interventions; and
4. Create a culture in the County that never tolerates domestic abuse

This document provides teachers, safeguarding staff and management with advice and guidance for identifying and responding to domestic abuse. That could include young people in unhealthy relationships, children* and young people who witness domestic abuse or parents who disclose abuse to a member of the school.

Our vision is for people in Lincolnshire to live free from domestic abuse.

The guidance outlined in this document recognises that our priority in this area is the safeguarding of children and vulnerable adults. It does not replace existing safeguarding children or adults procedures. As such this protocol should be read in conjunction with;

- [Multi-Agency Domestic Abuse Framework for Information Sharing and Governance](#)
- [Multi-agency Risk Assessment Conference \(MARAC\) Operating Protocol.](#)
- [Multi-agency Safeguarding Children Partnership Policies and Procedures](#)
- [Multi-agency Safeguarding Adults Board Policies and Procedures](#)
- Your own educational settings internal policies and procedures

2 WHAT IS DOMESTIC ABUSE?

2.1 Definition of Domestic Abuse

The Home Office 2021 definition of domestic violence and abuse now states:

Behaviour of a person (“A”) towards another person (“B”) is “domestic abuse” if A and B are each aged 16 or over and are personally connected* to each other, and the behaviour is abusive.

Behaviour is “abusive” if it consists of any of the following:

- a) physical or sexual abuse;
- b) violent or threatening behaviour;
- c) controlling or coercive behaviour;
- d) economic abuse;
- e) psychological, emotional or other abuse;

It does not matter whether the behaviour consists of a single incident or a course of conduct.

*Personally connected: They are, or have been, married; civil partners; have agreed to marry one another; have entered into a civil partnership agreement; are or have been in an intimate personal relationship; they have or have had a parental relationship in relation to the same child; or are relatives.

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.

Coercive and Controlling behaviour became a criminal offence on 29th December 2015 [Controlling or coercive behaviour: statutory guidance framework - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/controlling-or-coercive-behaviour-statutory-guidance-framework)

2.2 Children as victims of Domestic abuse and the impact

As the DA Act 2021 was introduced in April 2021, it was acknowledged that not only do children experience domestic abuse when living in an abusive household they are also victims of the abuse, either directly or indirectly, therefore, children at all times when being worked with should be assessed for domestic abuse when they disclose or you have concerns for their safety or well-being, as it is well documented that the impact of domestic abuse on a child in an abusive household can have long lasting effects on its well-being.

If you are not working with the children, you should always make referrals for support to be offered to them. See Early Help and Children Safeguarding Sections 5.14 & 5.15.

Domestic Abuse Act 2021 definition for children as victims:

(1) This section applies where behaviour of a person (“A”) towards another person (“B”) is domestic abuse.

(2) Any reference in this Act to a victim of domestic abuse includes a reference to a child who—

- (a) sees or hears, or experiences the effects of, the abuse, and
- (b) is related to A or B.

(3) A child is related to a person for the purposes of subsection (2) if—

- (a) the person is a parent of, or has parental responsibility for, the child, or
- (b) the child and the person are relatives.

(4) In this section—

- “child” means a person under the age of 18 years;
- “parental responsibility” has the same meaning as in the Children Act 1989 (see section 3 of that Act);
- “relative” has the meaning given by section 63(1) of the Family Law Act 1996.

The impact of domestic abuse on a child/young person can be devastating and can include physical injuries; psychological harm; can cause them to live in constant fear and manifest self-harming behaviours for example.

As school staff you get to witness these behaviours on a daily basis and can see the changes first hand. The table below shows some of these behaviours and symptoms that can affect a child/young person and some of the issues they may experience that require support.

When living with Domestic Abuse	When leaving domestic abuse
Safety	
<ul style="list-style-type: none">• Injury/threats if attempts to intervene• Having to leave the house to get help or be safe• Running away• Being injured before birth, or as a baby• Self-harming in order to cope	<ul style="list-style-type: none">• Continued threat from the abusive person• Continued contact with abusive parent/carer through a 'Contact Order'• Greater risk to health and safety when in temporary accommodation• At greater risk of being killed at this point or in the first few months

Education	
<ul style="list-style-type: none"> • Erratic school attendance • Late to school • Attending school when ill because they do not want to be at home • Faking illness to stay at home to protect abused parent/carer • Disturbed sleep pattern leading to a loss of concentration • Unable to complete homework • Concentrating extra hard to escape • Not being able to take part in extra-curricular activities 	<ul style="list-style-type: none"> • Disturbed sleep pattern leading to a loss of concentration • Not getting a new school place • Late to school because of new accommodation • Missing school for court appearances • Unable to complete homework • Reduced finances affecting ability to buy uniform or take part in extra-curricular activities • Risk to abduction because they can be found via the school or educational setting the child attends
Emotional Health and Development	
<ul style="list-style-type: none"> • Restricted access to health care • Restricted access to food and clothing • Unwilling or unable to bring friends home • Erratic school attendance • Disturbed sleep patterns • Altered brain development • Living with conflict and tension • Distorted vision of relationships • Being forced to take part in abuse of parent/carer • Upset at death/injury of pet 	<ul style="list-style-type: none"> • Not being able to see friends and family • Possible loss of a pet, possessions and all that is familiar • Stigma of being in temporary accommodation • Loss of access to activities e.g. sport or drama • Finances can improve or get worse • Maybe subject to a child protection investigation • Disturbed sleep pattern • Stress related illness and/or behaviours

Children's behavioural changes should be approached with professional curiosity, particularly when these changes may be linked to experiences of domestic abuse within the home.

Emotional dysregulation, often a response to trauma, can be misinterpreted as antisocial behaviour (ASB). This mislabeling may lead to punitive measures such as suspensions or exclusions, which can further disadvantage and marginalise the child. A trauma-informed approach is essential to ensure that support, rather than punishment, is prioritised.

The impact of domestic abuse on children and young people cannot be undervalued and is different for everyone, the details above will not always demonstrate domestic

abuse is occurring in that child/young person's life, however, use your professional curiosity to look at these individual cases to see if the cause to these symptoms are domestic abuse and then act accordingly.

3 WHY SCHOOLS/EDUCATIONAL SETTINGS SHOULD RESPOND TO DOMESTIC ABUSE:

Schools are often best placed to observe when children and young people are impacted by domestic abuse as they have regular contact and can notice changes in behaviour and emotions. Schools can be a safe haven for those experiencing domestic abuse at home and a place of safety for the adult to receive support. Schools are able to carry the Lincolnshire ethos that "Domestic Abuse is not to be tolerated" and nurture the shared set of values that all people are to be treated with warmth and respect. Schools also have several legal requirements relating to domestic abuse. Where a family have chosen to Electively Home Educate (EHE), it is important that schools inform the local authority of this decision and identify any risk of domestic abuse known to them.

3.1 Safeguarding

Domestic Abuse is a safeguarding issue; thus schools have a duty of care for all its students to keep them safe from harm under the Education Act of 2002. The Department for Education Keeping Children Safe in Education recognises domestic abuse as a specific safeguarding issue and therefore it is important that schools also identify it within their safeguarding policy and ensure all staff are aware of the procedures with regards to safeguarding children from domestic abuse.

3.2 Ofsted

In 2021 Ofsted reviewed the prevalence of Sexual abuse in schools and colleges. The report found that "sexual harassment occurs so frequently that it has become 'commonplace'. For example, 92% of girls, and 74% of boys, said sexist name-calling happens a lot or sometimes to them or their peers. The frequency of these harmful sexual behaviours means that some children and young people consider them normal." The teaching of relationships, sex and health education (RSHE) can help to keep children safe. It contributes to reducing relationship violence by helping children to recognise situations that are unhealthy, abusive or harmful, and by teaching children that they have a right to ask for and to get help. The full report can be found here [Review of sexual abuse in schools and colleges - GOV.UK](#)

3.3 Relationships Education, Relationships and Sex Education (RSE) and Health Education Statutory Guidance

The 2025 update to the Relationships Education, Relationships and Sex Education (RSE), and Health Education guidance places a significantly stronger emphasis on safeguarding against misogyny, violence against women and girls (VAWG), and the harmful effects of pornography. This aligns with broader government priorities and growing concerns from educators, parents, and safeguarding professionals. The guidance additionally addresses domestic abuse with a more robust and integrated approach, reflecting its serious impact on children and young people's wellbeing and safety. The guidance document provides a list of available teaching

resources to support implementation within the curriculum. [Relationships Education, Relationships and Sex Education and Health Education guidance](#)

3.4 RSHE Support in Lincolnshire

The Stay Safe Partnership, coordinated by Lincolnshire County Council, offers a wide range of free, evidence-based workshops to support RSHE delivery across educational settings.

Lincolnshire Domestic Abuse Partnership (LDAP) provides:

- Primary workshops (Years 2–6) on positive boundaries, emotional regulation, conflict resolution, and respectful communication.
- Secondary and college workshops focus on harmful behaviours, coercive control, and domestic abuse, delivered through the Stay Safe Day offer (multi-agency delivery).

Lincolnshire Police Education Team offers sessions on pornography, sexual harassment, sexual violence, and child sexual exploitation.

All workshops are tailored to the Lincolnshire context and can be booked via [Stay Safe Partnership – Lincolnshire County Council](#)

3.5 Expectations of the School

In respect to all of the above it is expected that Lincolnshire schools will work towards the following with the support of both the Lincolnshire County Council School Advisor, the Safeguarding in Schools Team, the Lincolnshire County Council MARAC Representative and the County Domestic Abuse Team:

- Ensure that all disclosures or suspicion of domestic abuse is acted upon in accordance with this protocol (see Section on Risk Assessment)
- Audit compliancy with this Protocol;
- Analyse data and use this to tackle risk;
- Ensure that lessons are learned from Domestic Abuse Related Death Reviews, Serious Safeguarding Practice Reviews and Safeguarding Adults Reviews where domestic abuse is a feature;
- Share details within the school of new legislation, research and best practice;
- Work together with Lincolnshire County Council and other schools on publicity campaigns;
- Work towards both a Domestic Abuse Policy to support the young people in the school and their parent/carers AND a Domestic Abuse Guidance document for Employees and Managers in schools.
- Highlight who is requiring of what level of which domestic abuse training (including Female Genital Mutilation) and then assure themselves that those members of staff have completed and kept up to date with that training. [part of the 6-year Safeguarding Training Pathway for all staff, see page 36]
- Update the Safeguarding in Schools team when there are changes to DSL and DDSL roles by completing and sending the 'All Schools Operation Encompass Update Form' to the Safeguarding in Schools inbox safeguardinginschools@lincolnshire.gov.uk. This will ensure Police can send notifications to the correct school staff.

4 ASSOCIATED FORMS OF DOMESTIC ABUSE:

4.1 Teenage relationship abuse

As with adults, abuse in teen relationships doesn't just cover physical violence. Other examples of this type of abuse include:

Pressuring you into having sex.

Controlling behaviour including what friends you can see or speak to and where you go.

Jealousy or anger.

Threatening to put lies, personal information, pictures on social networking sites.

Constant name calling and comments.

In those circumstances where the victim is under 18 years old and the perpetrator is 18 years or above, or if both victim and perpetrator are under 18 years, this should also be treated as a child safeguarding concern. A referral/signposting can also be made to specialist domestic abuse services when deemed appropriate. In the event that a child is known to be involved in a violent relationship, the practitioner should consider undertaking an Early Help Assessment. Should the practitioner subsequently decide they would like a consultation with an Early Help Advisor regarding their next steps this should be arranged. During the course of any such discussions the practitioner may find it helpful to consider with the Early Help Advisor whether the matter meets the threshold for social care intervention.

If the practitioner believes the child is at immediate risk, then they should contact the police and initiate child protection procedures by contacting the Children's Services Customer Services Centre (CSC) on **01522 782111** and reporting a safeguarding concern; e.g. a child involved in a relationship with a violent girlfriend/boyfriend. Outside of normal working hours contact should be made to the Emergency Duty Team on **01522 782333**.

To support working with this age group there are Workshops available in the Resources section of this document.

4.2 Abuse through technology

As a professional, the case you are involved with may have elements of online / digital abuse. Many of us now use mobile, social media, email and shop online for example. If someone wants to upset, scare or intimidate another person they may use technology to do it.

This abuse can take various forms: bullying, harassment, stalking, domestic abuse, trolling, and/or hate campaigns.

Questions you may wish to consider:

- Is the victim being abused in multiple ways and means?
- How long has it been going on for?
- Is it escalating?

- What is the motivation of the abuser?
- What is the victim worried will happen?
- Mental state of the victim – are they afraid / suicidal?

The 2025 RSHE statutory guidance places a strong emphasis on addressing online harm within relationships, recognising the growing influence of digital content on young people's understanding of relationships, consent, and behaviour.

Stay Safe Partnership provides Online Safety workshops from Primary through to college age that are free for schools to access and can support the implementation of digital literacy skills within the curriculum. These can be booked via the partnership website [Stay Safe Partnership – Lincolnshire County Council](#)

Professionals can direct parents to www.internetmatters.org for practical guidance on online safety. The site offers easy-to-follow advice on setting up parental controls, managing privacy settings, and understanding online harms such as cyberbullying, grooming, and exposure to inappropriate content.

You can also utilize the Workshops in the [Resource](#) section of this document and refer back to the RSE Curriculum above in section 3.3 & 3.3a.

4.3 Child to Parent/Carer Abuse (CPCA)

The official definition of domestic abuse covers individuals from the age of 16 years and above. However, there are occasions of familial abuse where the victim is over the age of 16 (parent), but the child displaying harmful behaviour is under the age of 16. Once a DASH is completed with the victim, the [CPCA traffic light tool available on the Professionals Hub](#) should be used as a guide to understand what abuse they are experiencing.

The child displaying abusive behaviour should be referred to Children's Services through the Customer Services Centre route. It is important to note that whether a child is a victim or is displaying abusive behaviour, a referral should be made to Children's Services. If there is already an allocated SW, the concerns should be discussed with them. If there is an Early Help Worker already allocated, the concerns should be discussed with them to consider escalation for a social worker to become involved.

If the concerns do not meet the threshold for a social work assessment under the Children Act (1989), the referrer will be informed by letter. The practitioner may be advised by the Early Help Advisor to consider early help support which will be detailed within the outcome letter.

The practitioner may then decide they would then like a consultation with an Early Help Advisor regarding their next steps. The practitioner can also discuss any screening decisions given regarding their safeguarding referral with an Early Help Advisor.

However, no Early Help consultations can occur at this time, only a discussion regarding the outcome given.

If the risk does not meet MARAC threshold, then it should always be discussed if the parent/carer would like a referral to domestic abuse outreach services, [LDASS] who can also offer interventions to the CYP displaying harmful behaviours.

If there are concerns regarding imminent risk of serious harm or death for the victim, a referral to MARAC can be completed, ensuring that appropriate language is used for the young person displaying harmful behaviour.

The correct terminology to use is child displaying harmful behaviours and not labelling children as perpetrators.

4.4 Stalking and Harassment

The definition for Stalking is from the Suzy Lamplugh Trust as there is:

'A pattern of fixated and obsessive behaviour which is repeated, persistent, intrusive and causes fear of violence or engenders alarm and distress in the victim.'

Stalking can consist of any type of behaviour such as regularly sending flowers or gifts, making unwanted or malicious communication, damaging property and physical or sexual assault. If the behaviour is persistent and clearly unwanted, causing you fear, distress or anxiety then it is stalking and you should not have to live with it.

The Crime Survey England and Wales [2024] found that 3.2% of people aged 16 and over said they had experienced stalking, which is equivalent to 1.5 million people. The most common forms of STALKING/harassment are:

- Frequent, unwanted contact e.g. appearing at the home or workplace of the victim.
- Telephone calls, text messages or other contact such as via the internet (i.e. social networking sites).
- Driving past the victim's home or work.
- Following or watching the victim.
- Sending letters or unwanted gifts to the victim.
- Damaging the victim's property.
- Burglary or robbery of the victim's home, workplace, vehicle or other.
- Threats of harm to the victim and/or others associated with them (including sexual violence and threats to kill).
- Harassment of people associated with the victim (e.g. family members, partner, work colleagues).
- Physical and/or sexual assault of the victim and even murder.

Is someone at risk?

If someone is at immediate danger, call 999. The National Stalking Helpline can help with advice and support. Telephone: 0808 802 0300 or <http://www.stalkinghelpline.org>

Paladin National Stalking Advocacy Service: <https://paladinservice.co.uk/>

When stalking is identified, the 8 Stage Homicide Timeline is a good resource to help understand the levels of stalking taking place, this timeline is available on the [Professionals Hub](#).

4.5 Child Sexual Exploitation and Domestic Abuse

A person under 18 is sexually exploited if they are coerced into sexual activities by one or more persons who have deliberately targeted them due to their youth, gender, inexperience, disability, vulnerability and/or economic or social position. The process usually involves a stage of 'grooming' involving the use of a variety of manipulative and controlling techniques to target a vulnerable person.

Like domestically abusive relationships, sexually exploitative relationships are characterised by an imbalance of power and the use of controlling behaviours to maintain a young person's subordinate or dependent position, and to regulate his or her everyday behaviour. Coercive behaviours are also extremely common including the use of assault, threat, humiliation and intimidation as a means of ensuring the compliance of a victim.

Child sexual exploitation can occur through the use of technology without the child's consent or immediate recognition. A central mechanism for offenders to extend their control of their victim is through the use of mobile technology.

If you are concerned that a child or young person may be a victim or at risk of Child Sexual Exploitation then you should complete the LSCP multi-agency risk assessment tool and follow the recommended action. The risk assessment toolkit can be found on the [THE homepage – LSCP \(lincolnshirescp.org.uk\)](http://lincolnshirescp.org.uk)

If you believe that a child/young person is at immediate risk this should be reported without delay to the Police:

- For emergencies use 999, or;
- For urgent/immediate reporting 101
- Contact the Customer Service Centre (CSC) on 01522 782111

Contact the Children's Services CSC on **01522 782111**. If it is outside normal working hours you can contact the Emergency Duty Team on **01522 782333**.

4.6 Child Exploitation and Online Protection (CEOP)

CEOP is a National Crime Agency department designed to pursue those who sexually exploit and abuse children, prevent people becoming involved in child sexual exploitation, protect children from becoming victims of sexual exploitation and sexual abuse, and prepare interventions to reduce the impact of child sexual exploitation and abuse through safeguarding and child protection work.

CEOP focus' on organised criminal groups profiteering from the publication or distribution of child abuse images, supports local police forces with computer forensics and covert investigations and provides authoritative investigative advice and support to maximise UK law enforcement's response to crimes of child sexual abuse and exploitation.

CEOP has a wealth of online resources to support the work of professionals to protect children from harm: [CEOP Safety Centre](#)

4.7 Non-Fatal Strangulation

This offence came into force on 7th June 2022, and can be used for any offences committed on or after this date. Non-fatal strangulation is when there is an obstruction of the blood vessels and or airways by external pressure to the neck, resulting in decreased oxygen being supplied to the brain.

Someone can be strangled in many ways. It could be by a hand or hands on the neck, being put in a headlock or by something wrapped tight around the neck.

For more information visit the [Institute for Addressing Strangulation](#) as well as useful resources on our [Professionals Hub](#).

4.8 Forced Marriage

A forced marriage is where one or both people do not (or in cases of people who lack mental capacity), cannot consent to the marriage and pressure or abuse is used. The practice of Forced Marriage is recognised in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights.

The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel like they're bringing shame on their family). Financial abuse (taking your wages or not giving you any money) can also be a factor.

There are national guidelines for responding to cases of forced marriage.

[Multi-agency statutory guidance for dealing with forced marriage and multi-agency practice guidelines: Handling cases of forced marriage \(accessible version\) - GOV.UK \(www.gov.uk\)](#) Updated 2023.

School staff should pay particular attention to Chapters 5 and 6.

- Any case of Forced Marriage must be reported to Lincolnshire Police by calling 999
- If the victim is under the age of 18 years a referral should also be made to Lincolnshire County Council Children's Services. Telephone: 01522 782111
- If the victim is over the age of 18 years and has additional care and support needs, a learning disability or there are any concerns about mental capacity a referral should be made to Lincolnshire County Council Adult Care. Telephone: 01522 782155.
- Staff should also be aware of requests for virginity testing:
This is referred to as hymen or vaginal examination; this is an inspection of the female genitalia, intended to determine whether a woman or girl has had vaginal sexual intercourse.
For the purposes of the Health and Care Act 2022, virginity testing means the examination of female genitalia, with or without consent, for the purpose (or purported purpose) of determining virginity, this is seen as illegal practice.
The position of the World Health Organization and the Royal College of Obstetricians and Gynaecologists (RCOG) is that virginity tests have no scientific merit or clinical indication as there is no known examination that can prove a woman has not had vaginal intercourse. For full definition visit [Virginity testing and hymenoplasty: multi-agency guidance - GOV.UK](#)
Should you become aware of anyone requesting or who may have experienced virginity testing, safeguarding referrals should be made as well as reporting to the police.

Additional support is available by contacting the Forced Marriage Unit: [Forced marriage - GOV.UK \(www.gov.uk\)](#) Telephone: 020 7008 0151

The Forced Marriage Unit has also developed an e-learning package: [Forced Marriage Awareness - Free Course | Virtual College \(virtual-college.co.uk\)](#)

Information for people directly affected by forced marriage and this is also available.

Please be aware of recent legislation which changes the minimum age to marry in the UK to 18 [Marriage and Civil Partnership \(Minimum Age\) Act 2022 \(legislation.gov.uk\)](#)

4.9 Honour Based Abuse

Honour based abuse refers to crimes or incidents committed to protect or defend the honour of a family and/or community. It can take many forms including harassment, criminal damage, arson, sexual assault, forced marriage, kidnap and even murder.

When dealing with potential victims it is important to recognise the seriousness/immediacy of the risk. Consider the possibility of forced marriage, abduction, missing persons and murder. Incidents that may precede a murder include:

- Forced marriage
- Domestic abuse
- Attempts to separate or divorce
- A pre-marital relationship

- Pre-marital conflict
- Pregnancy
- Threats to kill or denial of access to children
- Pressure to go abroad
- House arrest and excessive restrictions
- Denial of access to the telephone, internet, passport and friends

When dealing with victims, do not speak with them in the presence of their relatives. Women that return to their families should be offered escape plans.

Please seek further advice from Lincolnshire Police and if someone is at immediate danger then call 999.

Karma Nirvana provide information and support for male and female victims of forced marriage and honour based abuse. Telephone: 0800 5999 247 Website: [Karma Nirvana](https://www.karnanirvana.org/)

4.10 Female Genital Mutilation [FGM]

Female genital mutilation (FGM) is child abuse and violates the rights to health, security and physical integrity of the person and to be free from torture, cruel and degrading treatment. Professionals have a duty to safeguard everyone, including women and girls, which means tackling FGM is an integral part of their role. Effective action must be taken to do so, without allowing themselves to be inhibited by fear of doing or saying the wrong thing. FGM is sometimes known as 'female circumcision' or 'female genital cutting'.

FGM is illegal in the UK. It is also illegal to take a British national or permanent resident abroad for FGM or to help someone trying to do this. Mandatory reporting of FGM has been in place since October 2015.

Even though FGM is part of the National definition of domestic abuse, the lead of FGM in Lincolnshire has passed to the [Lincolnshire Safeguarding Children's Partnership where you will find FGM Procedures](#). The LSOP also host training on FGM via [ENABLE](#).

Other Useful Key Links:

- The latest statutory guidance on FGM, published 1st April 2016:
<https://www.gov.uk/government/publications/multi-agency-statutory-guidance-on-female-genital-mutilation>
- [Female genital mutilation: resource pack - GOV.UK \(www.gov.uk\)](#)
- The Department of Health Publications:
 - [Safeguarding women and girls at risk of FGM - GOV.UK \(www.gov.uk\)](#) - This document provides practical help to support NHS organisations developing new safeguarding policies and procedures for FGM.
 - [FGM E Learning](#) – for Health colleagues is also available via NHS Health Education England

- The NSPCC runs a specific FGM Helpline:
Email: fgmhelp@nspcc.org.uk or Telephone: 0800 028 3550

If you know someone in immediate danger, contact Lincolnshire Police. If you believe a child or young person under the age of 18 years might be suffering, or is likely to suffer significant harm (including any mistreatment or abuse), contact the Children Services CSC.

The latest statutory multi-agency guidance on female genital mutilation should be read and followed by all persons and bodies in England and Wales who are under statutory duties to safeguard and promote the welfare of children and vulnerable adults.

This guidance should be considered together with other relevant safeguarding guidance, including (but not limited to):

- [Working together to safeguard children - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61622/Working_together_to_safeguard_children.pdf)
- [Working together to safeguard people: code of safeguarding practice | GOV.WALES](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61622/Working_together_to_safeguard_people_code_of_safeguarding_practice.pdf) This guidance covers safeguarding children and adults.

It is not intended to replace wider safeguarding guidance, but to provide additional advice on female genital mutilation. The information in this guidance may also be relevant to bodies working with women and girls at risk of FGM or dealing with its consequences.

4.11 Diversity

This section includes additional barriers, risks or considerations for practice relating to diversity including:

- Cultural and language barriers
- Disability
- LGBT+
- Male Victims
- Older adults

4.12 Cultural and language barriers

Consideration should be given by all agencies of cultural differences between people from communities within the UK and from other countries as they could impact on the recognition, disclosure and prevention of DA.

Appropriate advice should be sought by practitioners when dealing with cultural differences as these are significant to them seeking help. This may include traveler communities, different religions and a range of beliefs about marriage, divorce, gender, sexual orientation, and domestic abuse as a taboo issue.

Limited English language may also be a significant barrier for victims of abuse seeking assistance from support agencies. Where there are language barriers practitioners

should always use an appropriate interpreter. Family and friends should not be used to interpret in domestic abuse cases.

Practitioners should consider general language used at all times when working with and making written records of service users, ensuring that the language used to describe a situation or person is accurate, clear, non-inflammatory or judgmental.

4.13 Disability

If a person has a disability, whether male or female, their chances of experiencing domestic abuse are greatly increased:

- Disabled women are twice as likely to experience domestic abuse as non-disabled women. (Women's Aid 2025).
- Disabled men and men with mental health problems are at greater risk of domestic abuse than non-disabled men. (Women's Aid 2025)
- Studies show that 80% of disabled women have been sexually abused (Women's Aid 2025)
- 48% of cases involving older adults are those that cannot physically care for themselves (Women's Aid 2025)

Often the carer is a partner or family member. Research by Public Health England (2015) found that many people with disabilities were afraid to speak out about the abuse due to fear of the carer (who is a partner or family member) leaving and them being left alone. They were reliant on the perpetrator for care and support, they were also afraid of losing their independence and losing their care package. Many people were afraid of not being believed as the perpetrator who the carer was seen by friends and family as a 'hero' and 'selfless.' The ability to disclose may be reduced if the carer/perpetrator attends all appointments and is at all contacts with those that may be able to offer support.

Research has also found that sexual abuse was used as another form of control and power over women with disabilities as well as being used to humiliate and degrade.

Abuse can include with-holding medication, over medicating, refusing care e.g. taking to the toilet, washing, not feeding the person, threats to leave. The person's impairments are used to belittle and exercise control.

Disabled victims of domestic abuse are more likely to develop care and support needs including mental health, substance misuse and long term health effects.

4.14 Lesbian, Gay, Bisexual, Transgender (LGBT+) – For more information on LGBT+ visit the [Galop website](#)

There may be additional barriers to reporting domestic abuse for lesbian, gay, bisexual, transgender people. Approximately 25% of LGBT+ people suffer through violent or threatening relationships with partners or ex-partners, which is the same rate as in heterosexual women. As with all types of domestic abuse, the problem is under-reported,

but in same sex relationships the victim is often afraid of revealing their sexual orientation or the nature of their relationship.

There are a number of aspects that are unique to LGBT+ domestic abuse. The perpetrator may threaten to 'out' the victim to friends, family, colleagues, and others as a method of control. For some people they may have been made to believe that they are experiencing this abuse because they are lesbian, gay, bisexual, or transgender. In addition a lot of national publicity about domestic abuse has historically been about heterosexual relationships, which could mean that there is a lack of understanding of domestic abuse by people in same sex relationships. This lack of understanding means that some people may not:

- Believe it happens in LGBT+ relationships.
- Recognise their experience as domestic abuse if it does happen to them.
- Know how to respond if they see domestic abuse being experienced by their friends.

4.15 Male Victims

There are myths about men being victims of domestic, with some people thinking that it doesn't happen to men, men who are victims are not 'real men' and that the law only protects women. These myths are of course completely untrue, but it is possibly why 29% of male domestic abuse victims do not tell anybody about the abuse (Crime Survey England and Wales). Assuming Lincolnshire follows the national picture, this means that in the county there may be 2,439 male victims of domestic abuse who suffer in silence every year.

In Lincolnshire all domestic abuse services and support is available for ALL victims.

National Domestic Abuse Services for male victims:

[Mankind Initiative](#) 01823 334244

[Men's Advice Line](#) 0808 1689 111

4.16 Older Adults

Older adults might not identify themselves as victims of domestic abuse, particularly if the abuser is not their husband/wife. There is an increase in adult child to parent abuse. Some research suggests in up to 25% of cases where older women are abused. Financial abuse is also a common factor, particularly when an adult child is the abuser.

There may be fewer services involved with older adults and they could be more isolated making it difficult to report the abuse or have someone else who will notice and report the abuse.

Additional barriers facing older adults could include:

- Abuser may also be their carer
- The victim may care for the abuser, making them feel additional guilt for leaving

- The abuser may be his/her child(ren) – additional barriers to reporting a child and criminalising a son or daughter
- Many older survivors have lived in the same area, or even house, for many years. It may be more difficult for them to access new social networks and facilities.
- Refuges are often not equipped to accommodate older adults with mobility problems or complex health problems

Information and support is available via [Hourglass](#), 24hr 0808 8088141

4.17 Perpetrators of domestic abuse

Lincolnshire Domestic Abuse Partnership is responding to the needs of all domestic abuse perpetrators through the development and delivery of training and interventions aimed to reduce interpersonal violence. Individuals who use violence often have difficulties with emotional management, substance use and mental health which, if addressed, may reduce the likelihood of ongoing domestic abuse. Some perpetrators of domestic abuse may not be motivated to seek help. Engagement with support and intervention is significantly increased if professionals remain open and non-judgmental in their attempts to understand the perpetrators' reasons and motivations for using abusive behaviours. Continuing to increase our understanding of the complex reasons for domestic abuse is an essential part of reducing the harm caused to the lives of those affected by it.

People can be abusive without using physical violence, and this can have a devastating impact on families. Some perpetrators can appear to be caring and co-operative with agencies. Practitioners should be aware that some perpetrators may also try to manipulate professionals, their partners and other family members. Perpetrators may deny or minimise abuse, focus on the actions of others as the reason for their behaviour or avoid contact with those who seek to challenge them.

Domestic abuse has traditionally been understood as a crime perpetrated by dominant controlling men against vulnerable women. In reality, the reasons for abuse occurring within intimate and familial relationships involve far greater complexity than this assumption would suggest. Research spanning over 50 years has consistently found that men and women self-report perpetrating domestic abuse at similar rates, but women are twice as likely as men to be injured or killed during a domestic assault. Like all behaviours, interpersonal violence is best understood as being on a continuum of severity, and those at different points on that continuum require different approaches.

Lincolnshire is currently looking at local provisions for perpetrators of domestic abuse, however, in the meantime there are national services to support those who chose to abuse.

- Respect, is an organisation aimed at promoting best practice in work with perpetrators, has produced [guidelines for working with male perpetrators](#). The

guidance is based on working with male perpetrators of abuse towards female partners. Please remember that women can also be perpetrators and men can be victims. Also remember the wider definition of domestic which includes family members.

- [Drive](#) is an innovative intervention that aims to reduce the number of child and adult victims of domestic abuse by disrupting and changing the perpetrators behaviour.

Under no circumstances should the perpetrator of domestic abuse be informed if a case involving them has been referred to MARAC. This includes Subject Access Requests.

5 WHAT CAN SCHOOLS/EDUCATIONAL SETTINGS DO TO PREVENT AND RESPOND TO DOMESTIC ABUSE:

5.1 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. 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.

School staff 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.

Professional curiosity is much more likely if school staff:

- are supported by good quality training to help them develop
- have access to good management, support and supervision when working with challenging situations of domestic abuse which will impact on staff working with families
- 'walk in the shoes' (have empathy) of the child and / or adult to consider the situation from their lived experience
- remain diligent in working with the family and developing the professional relationships to understand what has happened and its impact on all family members

School staff should always try to see all parties separately; however when that is not possible and particularly when a victim is not being seen alone, professionals should also be alert to the following behaviours they may observe. If these signals are present the member of staff should find a way of seeing the suspected victim alone:

- 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.

Staff must be cognisant to the needs of young people (aged 16 years or above) who may be experiencing inequality and / or violence in their relationships and be able to advise on their right to pursue actions under the revised guidance.

School staff must be curious around children missing in education and aware that this is a potential indicator of abuse. Children missing from education can be so for many reasons with regard to domestic abuse, they 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 teachers/professionals.

More information on this is explained in the Department for Education's: [Keeping children safe in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/keeping-children-safe-in-education)

Children can also 'act out' or be very withdrawn at school because of how domestic abuse can affect them, all of which can build on your professional curiosity and prompt you to talk to the child to see what the issues are and what support can be offered.

School staff, however curious cannot protect children and adults by working in isolation. Domestic abuse requires a multi-agency response and families and communities also have a vital role to play in protecting children and adults.

If any staff member suspects or becomes aware of domestic abuse they must notify their Designated Safeguarding Lead [DSL] with their concerns whether they work directly with the pupils/ their family or not.

For more information, please visit [Lincolnshire Safeguarding Adults Board – LSAB resources - Lincolnshire County Council](https://www.lincolnshire.gov.uk/safeguarding/adults)

5.2 Asking the Question

Victims of domestic abuse are often too afraid or uncomfortable to raise the issue of abuse themselves. School staff should be prepared to ask questions sensitively, but directly.

For example:

- 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 or threatened by your partner/girlfriend/boyfriend?
- Have you ever been in such a relationship?
- Do you ever feel frightened by your partner/girlfriend/boyfriend or other people at home? For example, a family member.
- Are you (or have you ever been) in a relationship in which you felt you were badly treated? In what ways?
- Has your partner/girlfriend/boyfriend/family member destroyed things that you care about?
- Has your partner/girlfriend/boyfriend/family member ever threatened to harm your family? Do you believe that he/she would?
- What happens when you and your partner/girlfriend/boyfriend/family member disagree?
- Has your partner/girlfriend/boyfriend/family member 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?
- Does your partner/girlfriend/boyfriend/family member restrict your access to money, or access your Child Benefit or allowances?
- Has your partner/girlfriend/boyfriend/family member ever hit, punched, pushed, shoved or slapped you?
- Has your partner/girlfriend/boyfriend/family member ever threatened you with a weapon?
- Does your partner/girlfriend/boyfriend/family member use drugs or alcohol excessively? If so, how does he/she behave at this time?
- Do you ever feel you have to walk on eggshells around your partner/girlfriend/boyfriend/family member?
- Have the police ever been involved?
- Have you ever been physically hurt in any way when you or they were pregnant?
- Has your partner/girlfriend/boyfriend/family member ever threatened to harm any children? Or to take them away from you/their parent?

Basic Principles: Make sure that the time and place is appropriate when asking the question e.g. not when they are about to pick the children up, go to work or an appointment, or there are other people around. If you suspect domestic abuse make sure that the perpetrator is not likely to interrupt you/come home. If you need to complete a risk assessment, make sure you have plenty of time - there are 27 risk factors to go through.

More information and guidance on completing a DASH is available on the [Professionals Hub](#) as well as training available via the [Lincolnshire Safeguarding training portal](#).

5.3 Disguised compliance

As part of professional curiosity school staff should be aware of disguised compliance and use their professional judgment to question what is really going on.

Disguised compliance can take a number of different forms and parents, adults or perpetrators can use these techniques to avoid raising suspicions, to allay professional concerns and to delay or avoid professional intervention. Examples include:

- focus on engaging well with one member of staff to deflect attention from their lack of engagement with another.
- criticise others to divert attention away from their own behaviour.
- promise to take up support offered to them but then fail to attend.
- promise to change their behaviour and then avoid contact with professionals.

If [disguised compliance](#) is suspected this should be carefully recorded with evidence.

5.4 Risk Assessment

If you have evidence of domestic abuse, a disclosure has been made to you or an agency or a member of the public has shared concerns with you relating to domestic abuse you, or a competent practitioner within your agency, for example your Designated Safeguarding Lead and/or someone who has completed Domestic Abuse training on DASH, must make every effort to complete a DASH risk assessment with the victim. This will help you to explore the risks to the victim.

There may be occasions when it is not possible to undertake a DASH risk assessment e.g. victim denies there is any abuse, you don't have any evidence or the individual leaves the service before a DASH has been completed. In these circumstances you must ensure that you have tried to follow up any safeguarding concerns with the individual and, if required, followed Adult and Child safeguarding process. You should also provide information about support services and that you have carefully documented what you have done and the reason why the DASH has not been completed. Your decision needs to be defensible.

Practitioners must be aware that the responsibility for safeguarding and for managing risk to not end once a referral has been made to another agency or multi agency arena. The DASH allows school staff to make an assessment of risk relating to domestic abuse and ultimately can help determine the course of action that is required. The assessment should be carried out at once, by the member of staff who identifies the concern wherever possible and safe. Where this is not appropriate the assessment should be carried out as soon as possible by the member of staff who identifies the concern or the colleague identified in the organisation's internal procedures.

There are 27 questions so please ensure that you are in a safe environment and that there is sufficient time to listen to the victim and complete the assessment. It is important that you document the answers and keep a record of the outcomes in line with your own agency protocols. Please go to the [Professionals Hub](#) for the full DASH risk assessment.

5.5 Additional factors

There are a number of factors that have the potential to increase the risk of abuse in relationships and accordingly increase the risk of harm to victims, children, dependents and perpetrators. The impact of mental health problems/issues and problematic drug and alcohol use should be considered as additional risk factors and must be planned for accordingly in collaboration with the client and relevant professionals where they are involved.

It is highlighted in Serious Care Reviews and in statutory safeguarding guidance that known risk factors for families are where problematic alcohol and/or drug use and parental mental health problems co-occur with domestic abuse. Nearly a third of mothers (31%) and a third of fathers (32%) had disclosed either mental health problems, problematic drug and alcohol use, or both. (SAFELIVES, In plain sight: The evidence from children exposed to domestic abuse, February 2014)

Please look to consider intersectionality of the individuals you are supporting and how partners needs to adapt their responses to suit individuals intersectionality.

5.6 What happens Next and Referral Pathways

Please see appendix one – referral flowchart.

On completion of the risk assessment you should decide on your course of action. The DASH risk assessment will help you to determine the most appropriate course of action and what response is required. It is important that school staff become familiar with this risk assessment and the referral pathways so that resources and intervention can be allocated accordingly.

Risk assessment and risk management will not remove the risk entirely but it can help to reduce the probability of harm. Always consider whether you need to take any immediate action to safeguard the victim and any children or vulnerable adults or share any information with agencies to safeguard the victim/family.

On completion of the risk assessment you will be able to make a judgment of whether the victim is at High Risk of significant harm or death. This is when:

- As a guide **if you believe someone is at imminent risk of serious harm or death, or there is escalation of the abuse either in frequency or severity** or you have a professional concern about risk (no matter what the score is) complete a referral to MARAC via your MARAC representative. Professional judgment should be used to assess what the actual risk to victim is, using the DASH as a guide. If there is a high risk of serious harm or homicide the case should then be referred to the MARAC. For more information refer to the MARAC Operating Protocol [MOP] on the [Professionals Hub](#).

If you believe the victim to be at imminent high risk of significant harm or death and a crime has been committed you must contact the police, call 999 and make an emergency referral to the Multi Agency Risk Assessment Conference (MARAC). If further significant harm or death is not considered to be imminent you should still encourage the victim to report the abuse to Lincolnshire Police and make a referral to MARAC. If a crime has been committed but there is no immediate danger dial 101. You must tell the victim that you are making a referral to MARAC and that he/she will be contacted by an Independent Domestic Violence Advisor (IDVA). Please refer to the MARAC referral process section below.

If you do not consider the victim to be at high risk of serious harm and that the risk is not imminent then you should always ensure that details of specialist domestic abuse services are provided. Please refer to the specialist services referral process below.

If there are children linked to the victim or perpetrator and you believe that a child or children are being affected by domestic abuse then please refer to the Children's referral process below.

5.7 High Risk referral process (MARAC):

Multi-Agency Risk Assessment Conference (MARAC). The MARAC process ensures a timely risk assessment of the circumstances affecting a victim of domestic abuse and ensures that those individuals believed to be at high risk of serious harm or death are linked directly with appropriate services, providing a coordinated multi-agency response to high risk domestic abuse cases in a single meeting.

You must tell the victim that you are making a referral to MARAC and that he/she will be contacted by an Independent Domestic Violence Advisor (IDVA). The role of the IDVA is to discuss risk and safety, provide information about options available and be the voice of the victim at the MARAC. A leaflet about the Role of the IDVA is available by request from the MARAC Administration Team via email maraclincolnshire@lincolnshire.gov.uk

You must then contact the MARAC representative for your school/educational setting before submitting the referral. **Under no circumstances should the perpetrator of domestic abuse be informed if a case involving them has been referred to MARAC. This includes Subject Access Requests.**

If the victim has already been heard at MARAC and there has been a further significant incident with the same perpetrator, a repeat referral should be made via your MARAC representative. See the MARAC Operating Protocol for 'repeat referral' criteria and procedures.

Risk is dynamic and can change very quickly. If you feel that the victim is NOT at high risk of significant harm or death you should still ensure that they are referred to or given information for the local specialist domestic abuse services. Consider whether you need to share information with any other agency to safeguard the victim/family or prevent a crime.

For more detailed guidance on the MARAC process contact your MARAC representative:

Joshua Woodcock
Education Welfare and Engagement Team
Children's Services, Lincolnshire County Council
Personal email: joshx.woodcock@lincolnshire.gov.uk
Generic email: EducationMARAC@lincolnshire.gov.uk
Mobile: 07584 788853

5.8 The Role of your MARAC Representative

MARAC is held every Wednesday and Thursday mornings, as a Lincolnshire MARAC. You will be contacted if a child at your school is to be discussed at a MARAC meeting.

You will be asked to complete **research by the Education team, via** the MARAC Information Form [See appendix 7.3] which will then be forwarded to the MARAC meeting and shared on your behalf.

You do not need to have the parent's consent to share information with MARAC; GDPR and Data Protection Act 2018 do not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe. Data Protection Act 2018 includes 'safeguarding of children and individuals at risk' as a condition that allows practitioners to share information without consent.

5.9 Information Management [pre and post MARAC]

MARAC Information will be shared with you via your Children's Services MARAC Representative, if required or the MARAC Administration Team:

MARAC Administration Team
Lincolnshire County Council
General Enquiries Email: maraclincolnshire@lincolnshire.gov.uk
MARAC Referrals Email: MaracReferral@lincolnshire.gov.uk
Telephone: 01522 554584

Information Management Pre MARAC:

Each School is expected to flag the files of the persons concerned with the fact that they have been to MARAC for a twelve month period from the date of the meeting. This will enable the staff to know that those involved are at High risk of domestic abuse and can be re-referred into MARAC at any point if there is another incident, more information on this is available from the [MARAC Operating Protocol](#).

However, schools need to be aware that this flag is **not to be made known** to the abuser within the family as this could **increase the risk** to the non-abusive parent/partner. A simple dot or similar marker on the file will be sufficient that only the school staff know the meaning of. Please do not write MARAC or Domestic Abuse on the file for all to see.

Information Management Post MARAC:

Each school is expected to keep their files up to date with the information that is shared at MARAC, and it is HIGHLY IMPORTANT that the staff DO NOT inform the perpetrator that the case has been to MARAC as this could put those involved at further risk of serious harm or death. As above more information can be gained from the [MARAC Operating Protocol](#).

This information for example must be filed separately to the normal information on that child, in a separate system, as long as there is a marker on the main file and training for staff so that they are clear about where to look for further information

Transferring of MARAC information when a child moves setting

When a child moves from one setting to another either in Lincolnshire or out of County, you would transfer the MARAC element of the case files in the same manner you share Child in Need or Child Protection files, separate to the Child's Case File for the same reasons as above.

For examples of best practice you can refer to the LCC Safeguarding & Child Protection Policy [Transfer of Files Section] found on the Perspective Lite website in LA Documents > Safeguarding > Child Protection and Safeguarding Policy.

Safeguarding in Schools frequently asked questions document found on the Perspective Lite website in LA Documents > Safeguarding > Frequently asked questions (FAQs).

You can also contact safeguardingschools@lincolnshire.gov.uk for more information.

5.10 Attendance at MARAC

Since Covid-19, MARAC meetings are now held on MS Teams, which has also allowed more agencies to attend, especially those who are based at the other end of the county.

We are encouraging school safeguarding leads to attend for their specific cases to share the most up to date information and to be part of the multi-agency process. Having the voice of the child as part of the action plan from MARAC is key to understanding what is currently in place and what needs to be put in place for appropriate safeguarding.

Should you wish to attend, when research is requested for the MARAC, you can contact the MARAC admin team via secure email marac@lincolnshire.gov.uk stating which specific case you would like to attend for, and the date of the meeting and they will then send you all the relevant information and an MS Teams link and give you the time that the case is due to be heard.

This may also give you an opportunity to know which other professionals are involved with the family and who you need to share further risk information with, when required.

5.11 Operation Encompass

Operation Encompass is a national police-led initiative to notify primary and secondary schools, early years settings where possible prior to the start of the next school day, when a child or young person has experienced domestic abuse resulting in the police being called out. An officer attending a domestic abuse incident will record at the scene the names and school or early years setting of any children in the household. This will result in an email notification being sent to the relevant setting by the next day. There are occasions when adults at the scene refuse to provide these details – on these occasions the police and education departments work together to identify the correct school or early years setting, so the notification may be slightly delayed.

Settings receiving a notification, must not discuss the domestic abuse notification with the parent/carers. Notification is about the child attending the setting the following contact/day. The information is limited and therefore does not safely allow any such discussion – you could increase the risk by talking to the child, or parents of the child. **Training on Operation Encompass and the process followed in Lincolnshire is available via [Enable](#).**

Police website: [Operation Encompass \(lincs.police.uk\)](https://lincs.police.uk)

Operation Encompass update forms and further resources for DSL's/DDSL's can be found on the Perspective Lite website by following the pathway- LA Documents > Safeguarding > Areas within Safeguarding > Domestic Abuse (MARAC) > Operation Encompass.

5.12 Op Komoran

Lincolnshire police have created a pathway for professionals to report non urgent crimes for cases that are due/heard at MARAC to report on. This allows professionals to share all information to build a picture of the abuse the victim is experiencing without potentially ruining any relationships you have built up.

For more information on Op Komoran, please visit the [Professionals Hub](#) for the official guidance and links.

5.13 Adult Safeguarding Process

According to the Care Act 2014, the local authority **must** make enquiries, **or** instruct others to do so, if they reasonably suspect an adult who has care needs is experiencing, or is at risk of, abuse or neglect. We have agreed that, in Lincolnshire, we will follow the DA Partnership protocols, so if you follow the procedures (MARAC/non MARAC) as outlined in this document, you know that you are acting in the client's best interest and, at the same time, fulfilling your statutory obligations. This is both with regard to positive obligations under the Human Rights Act, as well as any other statutory legislation, for example, the Care Act.

To re-iterate, where domestic abuse is the only presenting factor, and no other additional vulnerabilities (for example mental health issues, physical disabilities) are identified, there is no need to consider making a referral to the local authority safeguarding team. If, however, when you are talking through the questions on the

DASH risk assessment with the individual, it becomes apparent that the individual may, for example, need to be assessed for adult care services, i.e. an assessment for admittance into a care home, nursing home or a re-ablement (home care package) or a well-being service – then please discuss this with your client and if they are willing for you to make a referral for this type of service, then please contact the Local Authority's **Customer Service Centre** on **01522 782155**. If it is outside normal office hours you can contact the **Emergency Duty Team** on **01522 782333**. The main issue is that during your conversation with the client, you identify with the client which are the best services to assist them with the domestic abuse, their additional vulnerabilities and what the individual would like to do, in order to inform their decision-making.

People who are deaf, hard of hearing or speech impaired can contact the police' typetalk service. The typetalk landline numbers are **01522 558263** and **01522 558140**, the mobile number is **07761 911287**.

For all Safeguarding Adults Policies and Procedures go to the [LSAB website](#).

5.14 Early Help for Children

The Early Help Assessment [EHA] process has been designed to help staff assess needs at an early stage and then work with the child / young person, their family and other practitioners and agencies to meet these needs. As such, it is designed for use when:

- You are worried about how well a child / young person is progressing.
- You might be worried about their health, development, welfare, behaviour, progress in learning or any other aspect of their wellbeing
- A child / young person or their parent / carer raises a concern with you
- The child's or young person's needs are unclear, or broader than your service can address alone; and/or
- The child or young person would benefit from an assessment to help a member of staff understand their needs better.

If you have any of these concerns complete an [Early Help Assessment Child and Family Assessment](#). If, on completion, a need is identified that you are unable to address, you will need to initiate a Team Around the Child (TAC).

If you are unsure what action to take you may want to have a consultation with an Early Help Advisor - telephone Children's Services Customer Services Centre (CSC) on **01522 782111**.

As the DASH form is an assessment tool for adult victims, practitioners need to consider using a risk assessment for the child(ren) with regards to the impact of the domestic abuse. Please consider the following tools for practitioners:-

- Barnardo's 'Assessing the risks to children from domestic abuse' [[Risk Identifications Matrix](#)].
- The Signs of Safety model should also be used, incorporating [a Model for Assessment](#)

- The practitioner should also consider Safety Planning with the victim, child(ren) and young people. Safety planning with the perpetrator can be undertaken if the abuse is acknowledged.

5.15 Children Safeguarding Referral Process

If you believe a child or young person under the age of 18 years might be suffering, or is likely to suffer significant harm (including any mistreatment or abuse), contact the Children Services CSC on **01522 782111**. If it is outside normal office hours you can contact the Emergency Duty Team on **01522 782333**. If your referral is assessed as a safeguarding concern then you will be required to complete the Safeguarding Referral Form as written confirmation of your referral. Send this via secure email (or post) to the locality area team as directed by the call advisor at the time of referral.

If your concern is in relation to an unborn child then you should follow the Lincolnshire Safeguarding Children Partnership [Pre-birth protocol](#).

For all safeguarding children policies and procedures go to the [Lincolnshire Safeguarding Children Partnership](#)

5.16 Safety Advice and Planning

It is important that all agencies work with victims to plan ahead and stay safe so that in times of crisis decisions are made easier and safer. It is expected that where an Independent Domestic Violence Advisor is not involved with the victim, the agency aware of the domestic abuse will provide the function of safety planning and advice.

Victims of domestic abuse are at increased risk when they are planning to leave a relationship or have just left.

You should be very clear about who is at risk and consider other people in the household, pets or relatives. If you have identified risks, you should ensure that appropriate actions are taken to acknowledge, remove or reduce the risk of harm. This may include:

- Contacting Police
- Find suitable alternative accommodation, through emergency temporary housing or refuge.
- Referral to Lincolnshire County Council Children's Services or Adult Safeguarding.
- Liaising with partner agencies to share relevant information that may reduce the risks.
- Referral to health agencies.

Here are some websites [Mankind Initiative](#) & [Women's Aid](#) where you will find more information you can give those you are working with to keep themselves safe, however, you can also familiarise yourself with the safety planning on these websites and go through it with the person as required.

There is also a website which is for children to access with some safety information:
www.thehideout.org.uk.

Safety plans should be personalised so information above should all be considered and discussed with the victim where relevant. Any other additional risks and means of mitigating these should also be discussed with the victim.

Emergency safety plans should be in place whilst assessments, referrals and interventions are being progressed.

In some cases where there is a severe risk of harm to the child/ren, the emergency safety plan/strategy should be for the child/ren and, if possible, the non-abusive parent, not to have contact with the abuser.

It is important that Practitioners do not work in isolation and utilise the skills and expertise of specialist services in assessing, intervening and safety planning for the victim and the child/ren.

5.17 Local and National Domestic Abuse Support Agencies

[Support available – Lincolnshire Domestic Abuse Partnership](#)

5.18 Resources

There are many resources available for schools to use regarding domestic abuse, covering all age ranges from Reception to Sixth Form.

'Expect Respect' – pre-planned workshops aimed at reception to sixth form.

'Talk Relationships' – pre-planned workshops aimed at Key Stage 2, year 6 in Primary and Key Stage 3 & 4 in Secondary schools/settings, produced by the NSPCC in partnership with PSHE Association [Talk Relationships: resources to deliver sex and relationships education | NSPCC Learning](#)

'Alice Ruggles Trust Relationship Safety' – pre-planned workshops aimed at Key Stage 4, and above, produced by the Alice Ruggles Trust in partnership with the PSHE Association. [Relationship safety resource | Alice Ruggles Trust](#)

'Love. Life.' aimed at 11- to 25-year-olds with learning disabilities, enables adults to start conversations with young people about feelings, privacy and boundaries, friendships, different kinds of love and online safety.

The NSPCC, in partnership with Elanor Stannage and Connecting Youth Culture, have developed a series of films and supporting resources about relationships and staying safe. Access to the resources is available via: [Love Life: resources for young people with learning disabilities | NSPCC Learning](#)

Bounce Forward's Healthy Minds programme - is an evidence-based curriculum of 69 lessons for years 7 to 11. It is a scheme of work to be delivered by teachers in school. It aims to develop students' psychological skills to build mental resilience and emotional wellbeing.

More information available via: [Healthy Minds - Bounce Forward](#)

5.19 Training available for Lincolnshire Schools and Educational Settings:

Sessions for pupils:	Details of the content:	Details of how to book on training:	Cost:
Stay Safe Day Student Workshops	<p>Every Secondary school in the county can have two FREE days for two different year groups (either year 7 or 8 and then year 9 or year 10). This involves the year group having a day off timetable and receiving 5 workshops from specialists covering areas such as Healthy Relationships, Online Safety, Knife Crime, Drug and Alcohol Awareness etc...</p> <p>LDAP Stay Safe Officers provide the following content as part of these days:</p> <ul style="list-style-type: none"> • KS3 - Healthy Relationships, coercive control and Domestic Abuse • KS4 – Harmful behaviours (use of sexualised language, misogyny how this can lead to coercive control and domestic abuse) • KS5 – Cyberstalking and Revenge Pornography <p>Content provided on Stay Safe Days can be tailored for SEND provisions. PRU/Alternative Education and Colleges are offered these sessions as single sessions rather than fuller drop-down days. If you have any questions regarding these days and how your provision can access, please contact the team.</p> <p>We will also provide reactive sessions in response to issues occurring within education provisions. If you require support please get in touch with the team.</p>	<p>For more information and/or to make a booking click here or email ssp@lincolnshire.gov.uk</p>	Free

Sessions for pupils:	Details of the content:	Details of how to book on training:	Cost:
Lincolnshire Police Education Team Workshops	<p>Lincolnshire Police Violence Against Women and Girls Education Coordinator provides the following workshops which are free for schools to access:</p> <ul style="list-style-type: none"> • Pornography the effects and realities – Year 6 • Pornography for KS3 • Child Sexual Exploitation for KS3 • Sexual Harassment for KS4 • Sexual Violence for KS5 <p>Reactive sessions in response to issues occurring within education provisions can also be provided. If you require support, please get in touch with the team.</p>	<p>For more information and/or to make a booking click here or email ssp@lincolnshire.gov.uk</p>	Free
Healthy Relationship workshops for Year 2 – Year 6 from Lincolnshire Domestic Abuse Partnership	<p>Every Primary school can access free workshops for year 2 to year 6 covering a variety of skills required for children to have healthy relationships in the future:</p> <ul style="list-style-type: none"> • Year 2 Dealing with Emotions – Children will learn about different emotions and the tools required to process these in a positive way. • Year 3 – Positive Boundaries – children will learn about what boundaries are, how to communicate to others about their boundaries and how to respect other people's boundaries. 	<p>For more information and/or to make a booking click here or email ssp@lincolnshire.gov.uk</p>	Free

	<ul style="list-style-type: none"> • Year 4 – Respectful Communication – Children will learn about different types of communication and the importance of being clear and respectful during our communication. • Year 5 – Conflict Resolution – Conflict is unavoidable throughout life, this session will help children to learn about the different tools and techniques to navigate conflict successfully. • Year 6 – Identity – Children will understand the concept of identity and values and will explore how peer pressure and control can impact our identity. <p>Sessions can be accessed by all education provisions including Independents, alternative education, PRU, SEND and SEMH.</p> <p>Reactive sessions in response to issues occurring within education provisions can also be provided. If you require support, please get in touch with the team.</p>		
Name of Training for Staff:	Details of the content:	Details of how to book on training:	Cost:
Domestic Abuse Awareness – Short Course E-Learning package	This course is a basic awareness course, covering what domestic abuse is. It is aimed at all staff working in a school setting whatever their role.	You can book a place on this training via the LSCP Website	Free
E-learning DASH	This training covers how to identify, assess and manage Risk by using the DASH.	You can book a place on this training via the LSCP Website	Free

Name of Training for Staff:	Details of the content:	Details of how to book on training:	Cost:
E-learning MARAC & MOP	This training covers what MARAC is, how to refer into one, how to prepare for one if a representative for your agency and covers the MOP, MARAC Operating Protocol, the document that explains how the MARAC works and the roles of all those involved.	You can book a place on this training via the LSCP Website	Free
Domestic Abuse in Practice E-learning and face to face	This training covers the patterns & behaviours of Controlling and Coercive Behaviour & Stalking in an Intimate or Family Relationship. How to recognise the harm caused and the accumulative impact on the victim and how to signpost and support those affected by these behaviours. The training also covers the risk indicators involved within an abusive relationship and barriers involved with either seeking support, knowing you are in an abusive relationship or seeing to leave the relationship.	You can book a place on this training via the LSCP Website	Free.
Children Who Experience Domestic Abuse	This module will examine the potential impact that living with domestic abuse has on children and young people and how you can help support these children. By the end of the module you will be able to; •Identify domestic abuse legislation •Identify the effect on children experiencing Domestic Abuse •Gain an understanding of the developing brain •Explore how we can support children experiencing domestic abuse	You can book a place on this training via the LSCP Website	Free
Name of Training for Staff:	Details of the content:	Details of how to book on training:	Cost:

Domestic Abuse Supporting and Understanding Men Who Experience Domestic Abuse	<ul style="list-style-type: none"> • Gain further understanding of Domestic Violence and Abuse along with Controlling & Coercive Behaviours • Gain more understanding of the experiences of male victims of Domestic Abuse • Gain an increased knowledge regarding the barriers that men who experience domestic abuse face • Help to identify risks and safety planning 	You can book a place on this training via the LSCP Website	Free
Domestic Abuse – The Importance of Language in Domestic Abuse	<p>The importance of language in Domestic Abuse.</p> <p>The impact that the media can have on people experiencing domestic abuse.</p> <p>The difference between accountable and unaccountable language.</p> <p>Interpreter discomfort and alternate phrasing.</p>	You can book a place on this training via the LSCP Website	Free
Safeguarding Children from Abuse by Sexual Exploitation	Increases awareness of the main issues in the sexual exploitation of children and young people and raises awareness of the legislation and guidance that applies to vulnerable groups and how these policies can be applied in practice.	You can request this learning via the LSCP Website	FREE however £25+VA T per license for Academy's
Name of Training for Staff:	Details of the content:	Details of how to book on training:	Cost:

Child Exploitation (CE)	The exploitation of children and young people (CE) is a growing issue in the UK. It can ruin childhood and cause lasting damage in every aspect of a young person's life. Everyone working with children, young people and families has a responsibility to be aware of CE and the role they can play in helping to prevent it and put a stop to it.	You can request a place via the LSCP Website	Free
Operation Encompass in Lincolnshire	This training is for all services involved with Operation Encompass or those who advise on what support might be necessary when an Operation Encompass notification is received. It covers, in-depth, the full process and what services are involved, who should do what following receipt of a notification, Domestic abuse and the impact this has on children.	You can request a place via the LSCP Website	Free
Domestic abuse awareness staff training Via Twilight sessions	<p>Twilight sessions can be booked to:</p> <ul style="list-style-type: none"> • Gain a greater understanding of domestic abuse • Recognise patterns of control, coercion and stalking behaviours. • How to use professional curiosity to explore domestic abuse when it is disclosed 	You can request this via the Stay Safe Partnership website	Free

5.20 Domestic Abuse Policy and Procedure Advice

Lincolnshire County Council, Domestic Abuse Team, would like to establish links with schools, support them in developing domestic abuse policies and procedures and train teachers in identifying domestic abuse, assessing risk and ensuring positive action takes place. This will give schools the confidence to then raise the issue with pupils and deliver healthy relationship lessons.

Identifying Domestic Abuse is part of the schools safeguarding responsibilities. Schools that access this service will be able to demonstrate the effectiveness of their safeguarding procedures and that leaders, managers and staff have created a culture of vigilance where pupils' welfare is actively promoted.

This service will support staff to identify when a pupil may be at risk of neglect, abuse or exploitation and how to listen to their concerns

Comments from schools that participated in the project:

DA is now firmly embedded in our school's PSHE curriculum across both key stages.

We continue to make students and staff aware of DA issues and keep up with events as and when they happen. We have a more open and effective reporting system due to the help and training we have received.

It was very beneficial for staff especially those who haven't received any previous training in this area. It was very informative and quite an eye opener regarding statistics.

We are now more aware as a whole school on what domestic abuse is, so therefore are more equipped to support young people and/or parents.

We have used the Expect Respect Package within our Primary setting with great effect, and it took no extra time to complete, it fit in nicely with our normal PSHE work.

Service Description

The free support on offer to education settings within Lincolnshire (nursery, primary, secondary and specialist) is:

- Face to face, telephone and/or email support and information on the domestic abuse partnership, domestic abuse/MARAC protocols and referral pathways
- Direction on where to access Domestic Abuse training for staff
- Support in developing internal policies and procedures
- Resources for educational settings
- Direct access to the monthly domestic abuse newsletter

The support will be provided by the Domestic Abuse Team at Lincolnshire County Council. The Domestic Abuse Project Officer has years of experience and expertise in domestic abuse including training, developing resources, producing policies and procedures, working in partnership, managing and administering the Multi Agency Risk Assessment Conferences (MARAC), publicity and awareness.

Availability

The Domestic Abuse Project Officer will cover all schools throughout the county during normal office hours and will respond as quickly as possible.

Benefits

This support for schools compliments the Governments drive to ensure that Domestic Abuse is everyone's responsibility as part of the latest national Violence Against Women and Girls (VAWG) Strategy.

Quote from the Governments VAWG strategy:

'Educating and challenging young people about healthy relationships, abuse and consent is critical. Working with partners like the PSHE Association, leading Head Teachers and other practitioners to improve PSHE education, we will ensure schools have access to effective and high quality resources for teaching healthy relationships in classroom settings.'

The support on offer from Lincolnshire County Council will give schools the confidence to include domestic abuse in PHSE education.

Contact

This can be booked either through the Stay Safe Partnership

<https://www.lincolnshire.gov.uk/directory-record/1548/domestic-abuse-policy-and-procedure-advice-for-staff>

OR directly through

Natalie Watkinson

Domestic Abuse Project Officer

Lincolnshire County Council

Via email: Natalie.watkinson@lincolnshire.gov.uk

or telephone: 07917 087219

6 FURTHER INFORMATION:

6.1 Information Sharing

In 2024 a [Multi-Agency Domestic Abuse Framework](#) for information sharing and governance was created to support partner agencies responses to domestic abuse. The framework is an overarching framework for Lincolnshire partners and can work in conjunction with existing frameworks/protocols for specific operating procedures.

Other protocols for domestic abuse include:

- DHR protocol
- Multi Agency domestic abuse framework for information sharing and governance
- MARAC Operating Protocol

All of which can be found on the [Professionals Hub](#)

6.2 General guidance:

Knowing when and how to share information is not always easy, but it is important to get it right. Families need to feel reassured that their confidentiality is respected. In most cases you will only share information about them with their consent, but there may be circumstances when you need to override this.

If you are not sure, but in your view there is a risk of abuse to someone, you should speak to your supervisor, safeguarding professional or Information Governance Lead.

6.3 Emergency accommodation for victims fleeing domestic abuse

Some victims will not be able to stay in their current home because they might not have a legal right to remain or the risk to them is too high.

Refuge

For advice and availability of refuges in the county you can contact either [LDASS](#) or [HavenDAS](#) for advice and availability. If it is not safe for the victim to remain in the county or it is out of normal working hours, contact the National 24hour domestic helpline for availability of refuge accommodation throughout the Country. Tel: 0808 2000 247

District Council support

District Council's in Lincolnshire can provide support, information and advice about emergency accommodation and longer-term housing options and solutions. Contact the local [district council](#) for further information.

6.4 Improved home security for victims of domestic abuse

District Councils in Lincolnshire operate schemes to help victims of domestic abuse improve the security of their home. The schemes, sometimes called 'Sanctuary' or 'Target hardening' aim to provide additional security measures to deter and prevent someone from entering the property and reducing the fear for victims at risk of further harm.

The schemes are often run in partnership with Lincolnshire Police, who will advise on crime prevention, and with the specialist domestic abuse services who will look at risks and provide practical safety planning advice as well as emotional support.

Improved security measures could include:

- Door chains
- Covering over letterboxes and fitting external fire retardant letter boxes,
- Reinforcing exterior doors
- Extra door and window locks
- Alarms
- Smoke detectors and fire safety equipment

Victims of domestic abuse can find out more about what is available in their area by asking their domestic abuse support worker or contacting their district council.

6.5 Domestic Violence Disclosure Scheme (DVDS)

The Domestic Violence Disclosure Scheme (DVDS) was launched in Lincolnshire in March 2014. A police led scheme, with two routes available 'Right to Ask' & 'Right to Know'. The applications are managed and held by Lincolnshire Police, with all applications processed and managed by the Protecting Vulnerable Persons Unit (PVP). Should a disclosure be agreed, the exact form of wording is agreed, and how that will be delivered is managed by the Police Safeguarding Hub.

DVDS has the following key principles:

- Introduce recognised and consistent procedures for disclosing information to persons with concerns about a current/ex-partner. It enables a current/ex-partner of a violent individual to make informed choices about whether, and how, to take forward that relationship.
- Disclosure is considered if it is lawful, necessary and proportionate to protect a potential person at risk from harm.
- Disclosure MUST be accompanied by a robust safety plan, based on all relevant information, which delivers on-going support to the potential person at risk.
- As a practitioner, if you believe someone you are working with, or know, is at risk of harm and could be eligible under the scheme, you should refer a person/case to Lincolnshire Police as follows:

- Members of the public (person at risk, third party i.e. guardian, parent) via www.lincs.police.uk or telephone 101 (non-emergency).
- Practitioners can also refer cases they are working on if they believe a disclosure may be required via www.lincs.police.uk or telephone 101 (non-emergency).

Should someone be at immediate risk of harm, always call 999 in an emergency. For further information on the scheme see the [Lincolnshire Police](http://www.lincs.police.uk) website.

6.6 Domestic Violence Protection Notices/Orders [DVPNO] Scheme

From 23rd June 2014, Lincolnshire Police introduced the use of Domestic Violence Protection Notices (DVPN) and Domestic Violence Protection Orders (DVPO). The Crime and Security Act 2010 provides the Police with additional powers to protect victims of domestic violence and abuse, with the objective of securing a coordinated approach across agencies for the protection of victims and the management of perpetrators. The DVPN/DVPO process is not intended to replace the Criminal Justice system in respect of charge and bail of a perpetrator. A DVPN will be issued in circumstances where no enforceable restrictions can be placed upon the perpetrator. A DVPO can then be applied for from HM Magistrates Court Lincoln for a maximum period of 28 days.

You can find more information on the scheme on the [Government](http://www.gov.uk) website

6.7 MAPPA and Domestic Abuse

MAPPA stands for Multi Agency Public Protection Arrangements. It is the process by which Police, Probation and Prison Services work together with other agencies to manage the risks posed by violent and sexual offenders living in the community in order to protect the public. This process focuses upon the perpetrator of the domestic abuse (or other offending) and managing their risk of serious harm and reoffending in order to protect current, previous and future victims.

Police, Prison and Probation make up the Responsible Authority which has a duty to ensure the risks posed by specified sexual and violent offenders are assessed and managed appropriately. There is a wide range of agencies with a duty to participate in MAPPA.

Should you feel that the perpetrator is high risk then consideration should be given to referring the individual to MAPPA. If the individual is already involved with another agency such as mental health services, Probation or the Prison Service it would be most appropriate to discuss a referral with the lead agency worker first.

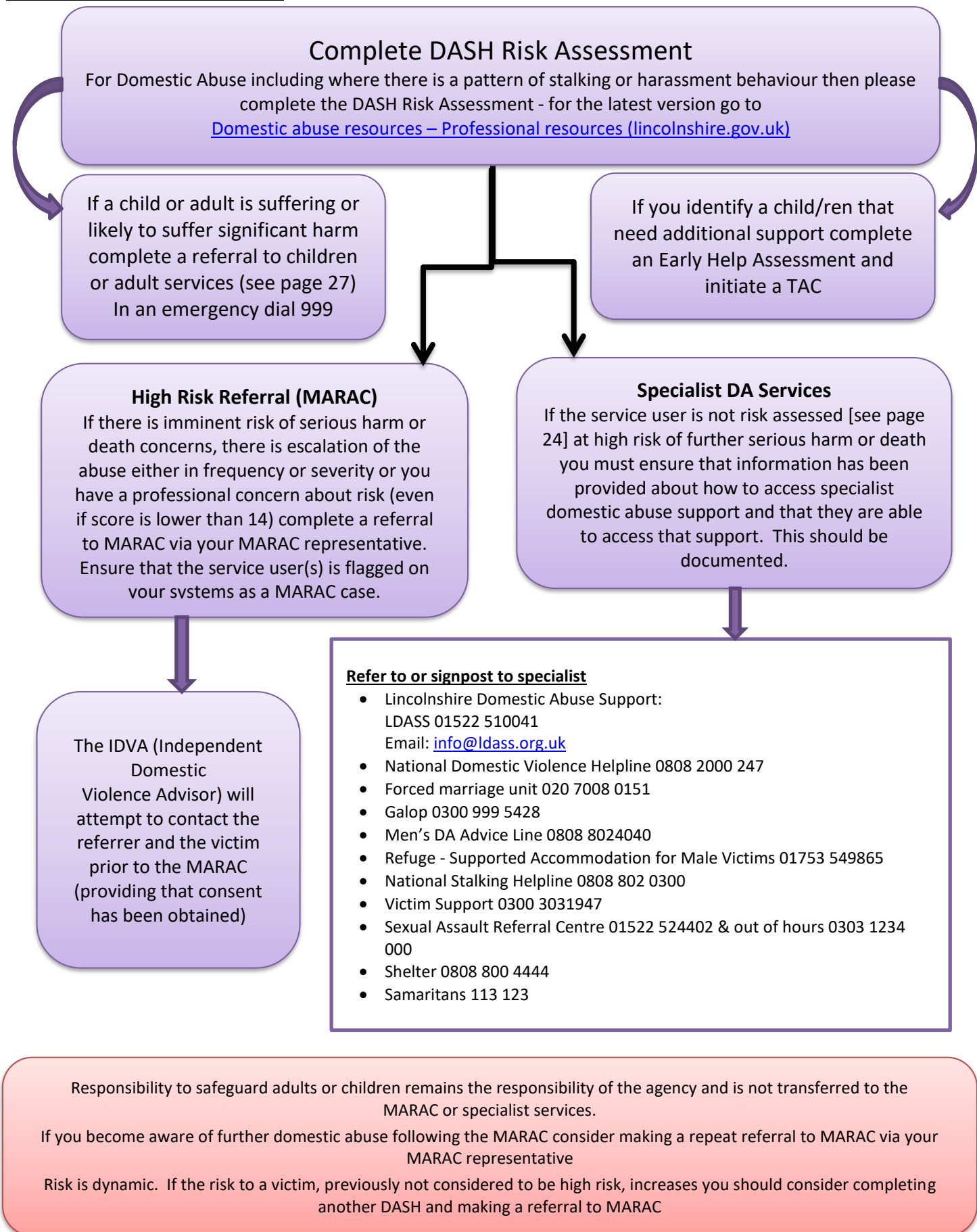
Should you require any guidance to complete the referral form or wish to discuss a case which you feel needs to be managed through MAPPA you are able to contact the MAPPA Unit at Lincolnshire Police Headquarters on: 01522 558668 / 01522 558255 or email: EMNPS.eastwestlincolnshire.MAPPA@justice.gov.uk

7 APPENDICES:

7.1 Referral Pathway

7.2 Domestic Abuse Policy Template

7.3 MARAC Education Information Pro Forma



Appendix 7.2 –Domestic Abuse Policy Template sourced from Employers Initiative on Domestic Abuse [EIDA] more information on EIDA and how to become a member can be found [here](#).



Domestic Abuse Policy – ‘Sharon’s Policy’

1. Introduction

This policy covers the internal and external support available to employees experiencing, or involved in, domestic abuse. Everyone has the right to live free from abuse in any form and the responsibility for abuse lies with the perpetrator. There is an increased awareness of the prevalence of domestic abuse in society and the Company understands that there may be colleagues who are experiencing domestic abuse, or who want to support friends, colleagues or family members who are going through it.

2. How to use this policy

This is a template policy which you are welcome to adapt and use within your organisation free of charge. You may wish to have a stand-alone domestic abuse policy, or to incorporate it into an existing policy, for example, on health and wellbeing. We encourage you to review your other policies to ensure that they consider domestic abuse, including those on sickness and absence, performance, and paid and/or unpaid leave, as well as your disciplinary procedures. As per the square bracketed wording within "About this policy" below, we encourage employers to apply the policy to the entire workforce. Please remove the square brackets if you are comfortable with this approach. Alternatively, if you would prefer the policy to apply to employees only, please delete the square bracketed wording.

3. About this policy

This policy applies to all employees, whether temporary or permanent [as well as consultants, workers, volunteers, and interns].

The aims of this policy are to:

- Raise awareness of the scope and prevalence of domestic abuse.
- Support all employees experiencing domestic abuse and promote their health, safety, and well-being at work.
- Recognise that an employee’s ability to work may be impacted directly by the perpetrator of domestic abuse, and also indirectly owing to the physical and mental impacts of domestic abuse.
- Enable employees experiencing domestic abuse to remain productive, efficient and at work.
- Aid Line Managers seeking to help staff who are experiencing domestic abuse.

- Assist colleagues of staff who are experiencing domestic abuse.
- Reinforce the Company's zero tolerance attitude towards domestic abuse.
- Where appropriate, signpost victims-survivors to specialist services and/or perpetrators who voluntarily wish to seek advice and support to address their behaviour.

4. What is domestic abuse?

Domestic abuse is legally defined as abusive behaviour by one person to another, where they are both 16 or over and they are personally connected. The abusive behaviour can be a single incident or a course of conduct. Behaviour is considered abusive if it consists of any of the following:

- physical or sexual abuse
- violent or threatening behaviour
- controlling or coercive behaviour
- economic abuse; and
- psychological, emotional, or other abuse.

5. Company support

It is the Company's intention to deal constructively, compassionately, and sympathetically with cases of domestic abuse. The Company will support all those who endure and/or witness domestic abuse, regardless of any protected characteristics. If you are concerned about your own personal situation or that of a colleague, you are encouraged to seek support.

You can speak in confidence to your Line Manager, your HR contact, or First Responders¹ who can provide initial support, signpost you to resources and help you with any disclosure conversations you would like to have with colleagues and, if you have not done so already, with your HR contact. Your HR contact will work with you to formulate a response including:

- (a) Discussing and agreeing ways to help you stay safe in the workplace.
- (b) Signposting you to the appropriate domestic abuse resources; and
- (c) Facilitating referrals.

Please refer to the paragraph below relating to confidentiality.

Line Managers have a role to play in enabling employees experiencing domestic abuse to seek help and support. The role of the Line Manager is to:

- Identify employees who may be experiencing difficulties because of domestic abuse, for example, employees coming to work with unexplained injuries, who appear distressed, have unexplained periods of time off work, or show an uncharacteristic deterioration in work performance.

¹ Note to Company – please define who the appointed First Responders are within your organisation. For example, this could be a nominated First Aider or Mental Health/Domestic Abuse Champion.

- Provide initial help and support, including advice on the options available for the employee and referrals to appropriate sources of professional help, whilst supporting the employee to make their own decisions.
- Protect confidentiality as far as possible (see the paragraph on confidentiality below).
- Refer the individual to the appropriate sources of help, both internal and external.
- Discuss measures to prioritise safety at work and ensure that the health and safety of all employees is protected.
- Enable the employee to remain productive, efficient and at work.
- Recognise that people who have experienced a traumatic event can experience long-term impacts.

6. Confidentiality

Where an employee has discussions with their Line Manager, an alternative Line Manager, an HR contact, or First Responder that they are experiencing domestic abuse, confidentiality will be maintained as far as possible in line with Company procedures. There are, however, some circumstances in which confidentiality cannot be assured. These circumstances occur when there are concerns about children or vulnerable adults, where high risk to safety has been identified, or where we need to act to protect the safety of members of the public, including other colleagues.

Where an individual or family members are in genuine danger this may be reported to the police. This will be subject to prior discussion with the employee wherever it is reasonably practicable to do so.

Personal data will be stored in accordance with the Company's data protection policy.²

7. Safety at work

We acknowledge our duty to protect the health, safety, and well-being of all employees at work, including those employees affected by domestic abuse. This includes situations where the perpetrator of the abuse is harassing the employee at work, for example, turning up at the workplace unannounced, constantly telephoning/e-mailing/texting the employee during the working day or harassing the employee's work colleagues.

Employees need to disclose to the Company that they are at risk from domestic abuse in order to receive this protection and the Company therefore actively encourages employees to disclose when they are experiencing domestic abuse. Other employees should also disclose to the Company if they are being harassed by a work colleague's current or former partner or family member.

² Note to Company – please include hyperlink to current data protection policy. Note that disclosures about domestic abuse should not be kept in an employee's personal record (e.g., within an HR system) unless linked to their employment (for example, if it forms part of a disciplinary disclosure, or if a perpetrator of domestic abuse is on bail / suspended from work because of domestic abuse.)

We will not discharge or in any manner discriminate or retaliate against a colleague because of the colleague's status as a survivor of domestic abuse if the survivor has disclosed to the Company that they are at risk from domestic abuse, or the Company has actual knowledge that they are at risk. The Company will not retaliate against a survivor of domestic abuse for requesting leave, regardless of whether the request was granted.

8. Perpetrators of domestic abuse

The Company will not tolerate or condone domestic abuse, regardless of the identity or seniority of the perpetrator. If the Company becomes aware that an employee is or may be perpetrating domestic abuse, it will take appropriate action, which could include disciplinary action under the organisation's disciplinary policy.

Any domestic abuse that endangers another employee or uses Company equipment to inflict that abuse, such as mobile phones or laptops, may result in disciplinary action under the Company's disciplinary policy up to and including dismissal for Gross Misconduct. Disciplinary action may be appropriate in some circumstances even where the perpetrator's behaviour takes place outside work.

The Company recognises that in some cases it may be appropriate to signpost to specialist services employees who disclose that they themselves are perpetrators of domestic abuse and who genuinely want to change their behaviour. This will be decided on a case-by-case basis.

9. Reasonable adjustments

Where an employee needs time off work to access support, manage any legal issues or family requirements, the Company will provide a reasonable amount of [paid]³ time off⁴ per year. Employees who need time off work should discuss this with their Line Manager and HR contact to agree how much leave is required, how and when it will be taken and whether leave will be paid or unpaid. Other examples of flexible working arrangements are outlined in the guidance notes that accompany this policy.

10. Guidance Notes

Please refer to the attached guidance notes for practical details on how to manage domestic abuse in the workplace.

Hogan Lovells International LLP has reviewed and provided comments on this Domestic Abuse Policy in April 2024. It is for information only. It is not intended to create, and receipt of it does not constitute, a lawyer-client relationship with Hogan Lovells International LLP.

³ This is for the Company to decide. There is no statutory obligation to provide paid leave in circumstances of domestic abuse, but it is best practice for the Company to do so.

⁴ Many businesses provide up to 10 days paid leave, and sometime more, per year for employees experiencing domestic abuse.

Appendix 7.3 – MARAC Information Form



Please complete and return this form, **within two working days**, with as much information known to you, for the purpose of the MARAC (Multi Agency Risk Assessment Conference). **Never share any information from MARAC with the perpetrator and third parties. Please note that perpetrators are NOT informed when a victim is referred to MARAC.**

The role of the **MARAC** in improving outcomes and reducing risks for victims of Domestic Violence and their families constitutes part of the Lincolnshire safeguarding strategy with which all services **must** engage. MARAC provides a forum for all agencies to exchange information and includes Housing, Police, Social Care, Probation, Health and Education.

Schools and Academies are vital partners in this process. Colleagues have daily contact with family members and are at the forefront of safeguarding and responding to changing circumstances or developments. As such, information held by education is paramount to ensuring a cohesive and responsive safeguarding strategy is in place for this family. All schools and Academies **are** required to contribute relevant information for a pupil identified as part of this process.

All information exchanged between school and MARAC must be treated with utmost confidentiality and therefore the form must be completed by the Head Teacher or the Designated Safeguarding Lead (DSL).

PLEASE SEE MARAC REFERRAL ATTACHED. PLEASE STORE THE REFERRAL SEPARATELY FROM ALL OTHER CHILDREN'S FILES.

If you require clarification regarding the information on the Referral Form, please contact the referrer direct. Any other questions you may have, please contact the Education MARAC Team on educationMARAC@lincolnshire.gov.uk . Any safeguarding concerns you might have, please contact the Customer Service Centre (CSC).

CHILD NAME:	DOB:
SCHOOL ATTENDING:	

ADDRESS:

Confirm details correct: ☐ Yes ☐ No
below.

If No, add new details

Date child started at your school:

Attendance: please provide an attendance percentage breakdown and please summarise the actions taken to improve and monitor attendance.

PLEASE ATTACH AN ATTENDANCE SUMMARY WITH THIS FORM

Have the parents been subject to proceedings in relation to non-attendance? (e.g. FPN)

Were you aware of the Domestic Violence incident?

If Yes, how did it present itself? (e.g. parent/child told school; social services involvement)

Now you are aware, what can be/is being offered through school to support child/family?

Is the pupil open to TAC/CIN/CP or in Care/Adopted? If Yes, please provide name of Lead Professional/Social Worker.

Is the pupil statemented or open to ESCO? If Yes, please provide details of conditions.

Has the pupil displayed any recent change of behaviour, demeanour, attitude?

Is there any known history of drug or alcohol dependency within the family?

Are there any arrangements or restrictions regarding adults with access to the pupil? (e.g. drop off/pick arrangements; molestation orders)

Are there religious or cultural reasons to believe that the child is at risk? (e.g. FMG or forced marriage)

Is there concern about the parent/carer's ability to protect the child from harm?

Have you made a safeguarding referral to children's social services in relation to this pupil/family? If Yes, please provide dates and details.	
Completed By:	Tel.:
Date:	
Contact Email Address:	

Please return this pro-forma via secure email to EducationMARAC@lincolnshire.gov.uk. Thank you.

County Offices, Newland
Lincoln LN1 1YL
www.lincolnshire.gov.uk