

## Freedom of Information request 317-19

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### Request

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

1. Do you have a domestic abuse policy or something equivalent that applies to employees experiencing domestic abuse? If so, please provide a copy of the applicable policy.
2. Do you have other policy/policies which provide for support for employees experiencing domestic abuse (for example, as part of a leave policy)? If so, please provide a copy/copies of the relevant policy/policies.
3. Please inform us when each of the policies caught by the above questions ('the relevant policies') were first created and, if applicable, subsequently reviewed and updated?
4. Do you have a dedicated point of contact staff member who is trained to provide information and support to employees experiencing domestic abuse? When was that role created and first made active?
5. How are HR staff and managers made aware of the existence of the relevant policies?
6. How are general staff made aware of the existence of the relevant policies?

### Response

1. Please find below a copy of NHS Borders' Gender Based Violence Policy:



Gender\_Based\_Viole  
nce\_Policy.pdf

2. Please find below all policies which provide support for employees experiencing domestic abuse:



Sickness\_Absence.p  
df



Bullying\_Harassment  
.pdf



Employee\_Capability  
.pdf



Employee\_Conduct.p  
df



Flexible\_Working.pdf



Special\_Leave.pdf



Equal\_Opportunities.  
pdf



Alcohol\_Substance.p  
df

3. All policies attached above have a cover sheet which provides creation and any review dates.

4. NHS Borders does not have a dedicated point of contact but staff would be referred to our Occupational Health Service for support.
5. All Policies are available on the staff intranet after having gone through our Area Partnership Forum which is attended by Managers.
6. All Policies are available on the staff intranet. Staff are first made aware of this at Corporate Induction when they start employment with NHS Borders and then within local induction, through their eLearning and through local training sessions.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **317-19** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.