

Growing Together, Shining Forever

Church Aston Infant School



Domestic Abuse Policy

May 2026

Date Document Created	Date approved by Governing Body	Date of next Policy Review
May 2026	May 2026	May 2027

All staff will be given access to a copy of this policy.
Copies are available from the office or via the website for parents and members of the wider community

Respect Responsibility Resilience

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1. Policy Statement

This school recognises that domestic abuse is a serious safeguarding and workplace issue that can affect staff, parents and carers, and children regardless of age, gender, ethnicity, sexuality, or role. The school is committed to providing a safe, supportive, and non-judgemental environment where concerns can be shared and appropriate support accessed.

Domestic abuse is never the fault of the survivor. The school will not tolerate domestic abuse in any form and will take reasonable steps to support those affected, whilst fulfilling its statutory safeguarding duties.

2. Scope

This policy applies to:

- All employees of the school, including teaching staff, support staff, supply staff (where applicable), trainees, and volunteers
- Parents and carers where domestic abuse may impact the welfare or safety of a child on roll at the school
- It relates to domestic abuse that takes place outside the school environment, but which may impact a child's welfare, or an adult's wellbeing, safety, attendance, or engagement with the school.

3. Definition of Domestic Abuse

Domestic abuse is defined as an incident or pattern of incidents of controlling, coercive, threatening, degrading, or violent behaviour, including sexual violence. It can be perpetrated by a partner, ex-partner, family member, or carer.

Domestic abuse can include, but is not limited to:

- Coercive control
- Psychological or emotional abuse
- Physical abuse
- Sexual abuse
- Financial or economic abuse
- Harassment and stalking
- Online or digital abuse
- Forced marriage
- Female Genital Mutilation (FGM)
- So-called 'honour'-based abuse

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4. The Impact of Domestic Abuse on Children and Parents (KCSIE 2025)

The school recognises that domestic abuse has a significant and detrimental impact on children and young people. Children may experience domestic abuse directly or indirectly, including by witnessing violence, coercive control, or the emotional distress of a parent or carer.

In line with Keeping Children Safe in Education (KCSIE) 2025, exposure to domestic abuse is recognised as a form of emotional abuse and a key safeguarding concern. It can have long-term effects on children, including:

- Emotional distress, anxiety, depression, or trauma
- Behavioural difficulties, including aggression or withdrawal
- Difficulties with concentration, learning, and school attendance
- Increased vulnerability to further safeguarding risks, including neglect or exploitation

The school also recognises that parents and carers who are experiencing domestic abuse may require sensitive and proportionate support, and that their ability to engage with the school may be affected by fear, trauma, coercive control, or practical barriers imposed by an abusive partner.

Concerns relating to domestic abuse affecting a parent or carer may indicate increased risk for a child. In line with KCSIE 2025, where there are concerns that a child may be suffering, or is likely to suffer, significant harm, the school has a duty to act promptly and follow its safeguarding and child protection procedures, including making referrals to children's social care where appropriate.

5. Aims of the Policy

The aims of this policy are to:

- Safeguard and promote the welfare of children affected by domestic abuse
- Provide a clear framework for supporting staff affected by domestic abuse
- Recognise and respond appropriately to domestic abuse affecting parents and carers
- Encourage disclosure by reducing stigma and increasing awareness
- Ensure staff know how to access support and who they can speak to
- Ensure the school meets its duty of care and statutory safeguarding responsibilities

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6. Roles and Responsibilities

6.1 Headteacher

The Headteacher has overall responsibility for ensuring that:

- This policy is implemented, monitored, and reviewed regularly
- Domestic abuse is recognised as both a safeguarding and workplace issue
- Staff are aware of the policy and available support
- The Designated Safeguarding Lead (DSL) is appropriately trained and supported
- Appropriate training is provided for staff and managers
- Safeguarding procedures are followed where children may be at risk

6.2 Designated Safeguarding Lead (DSL)

The DSL (or Deputy DSL) has specific responsibility for:

- Providing expert advice and guidance to staff where domestic abuse affects a child, parent, or staff member
- Assessing risk and determining appropriate safeguarding actions
- Making referrals to children's social care and liaising with external agencies where domestic abuse is identified as a safeguarding concern
- Supporting staff who receive disclosures from parents, carers, or colleagues
- Ensuring all actions are recorded accurately and stored securely in line with safeguarding and data protection requirements
- Balancing confidentiality with the statutory duty to safeguard children
- Including domestic abuse awareness within safeguarding training and updates

6.3 Deputy Designated Safeguarding Lead (DDSL)

The Deputy Designated Safeguarding Lead (DDSL) acts as a key point of contact for staff, working closely with the DSL and Headteacher.

The DDSL is responsible for:

- Being aware of the signs of domestic abuse affecting staff, parents or carers
- Acting as an accessible point of contact for staff who may wish to raise concerns or disclose domestic abuse
- Responding to disclosures sensitively, confidentially, and without judgement
- Signposting staff to appropriate internal and external support
- Supporting the DSL in assessing safeguarding concerns where children may be affected
- Liaising with the Headteacher and DSL to agree appropriate, proportionate support measures
- Ensuring concerns are shared promptly with the DSL and recorded accurately in line with safeguarding procedures

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6.4 All Staff

All staff are responsible for:

- Treating colleagues, parents, and carers with respect, empathy, and confidentiality
- Being aware of the signs of domestic abuse
- Following safeguarding procedures if they have concerns about a child
- Sharing concerns promptly with the DSL or Deputy DSL
- Contributing to a supportive and safeguarding-aware school culture

7. Responding to Disclosures from Parents or Carers

When a parent or carer discloses domestic abuse, staff should:

- Listen carefully and respond with empathy
- Avoid making judgements or offering personal advice
- Be clear about the school's safeguarding responsibilities
- Reassure them that the child's safety and wellbeing are the school's priority
- Share the information promptly with the DSL
- Where appropriate, the school may signpost parents and carers to specialist domestic abuse services alongside safeguarding action.

8. Responding to Disclosures from Staff

If a member of staff discloses domestic abuse, the school will:

- Listen and believe the individual
- Reassure them that the abuse is not their fault
- Respect confidentiality, sharing information only where necessary to safeguard the individual or children
- Encourage access to professional support
- Agree practical and reasonable workplace support measures

If there is an immediate risk of harm to any person, staff must contact emergency services by calling 999.

9. Workplace Support Measures

Support will be agreed on a case-by-case basis and may include:

- Flexible working hours or patterns
- Temporary adjustments to duties or workload
- Paid time off for legal, medical, or support appointments
- Adjustments to work location or parking arrangements
- Increased safety measures on site
- Suspension of capability or disciplinary procedures related to domestic abuse

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10. Confidentiality and Information Sharing

All disclosures will be handled sensitively and confidentially. Information will only be shared with consent unless there is a safeguarding concern or legal requirement to do so. Where a child may be at risk, safeguarding duties will take precedence in line with KCSIE 2025.

11. Support and External Agencies

The school will signpost staff, parents, and carers to appropriate specialist agencies, including the National Domestic Abuse Helpline, Victim Support, Men's Advice Line, and the Education Support Helpline. Details are available in Appendix A.

A full list of support services will be kept up to date and available via the safeguarding team.

12. Training and Awareness

The school will:

- Provide regular safeguarding training, including domestic abuse awareness
- Ensure staff understand the impact of domestic abuse on children and families
- Include domestic abuse within safeguarding briefings and updates
- Use evidence-based education and prevention resources, including the Expect Respect programme and toolkit developed by Women's Aid, to support age-appropriate learning about healthy, respectful relationships and to challenge attitudes that perpetuate abuse

Where appropriate, the Expect Respect Education Toolkit may be used within RSHE/PSHE curricula and targeted interventions to:

- Promote healthy, non-violent relationships
- Improve understanding of consent, boundaries, and respect
- Support early intervention and prevention for children and young people affected by domestic abuse

13. Monitoring and Review

This policy will be reviewed every year, or sooner if there are changes in legislation or statutory guidance, including Keeping Children Safe in Education, to ensure it remains current and effective.

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Appendix A: Key Resources and Guidance

The following resources support the implementation of this policy and may be used by staff, leaders, and the safeguarding team:

Statutory guidance

[Keeping Children Safe in Education \(KCSIE\) \(2025\)](#)

[Working Together to Safeguard Children](#)

Education and prevention resources

[Expect Respect Programme and Education Toolkit \(Women's Aid\)](#): evidence-based resources for teaching children and young people about healthy, respectful relationships and preventing domestic abuse.

[NSPCC](#): guidance, training and teaching resources on safeguarding, relationships and abuse.

[Women's Aid](#): information and specialist resources on domestic abuse, including support for children and families.

Support services (UK)

National Domestic Abuse Helpline (24 hours): 0808 2000 247

Victim Support: 0808 16 89 293

Men's Advice Line: 0808 801 0327

Education Support Helpline: 08000 562 561

This appendix will be reviewed alongside the policy to ensure resources remain up to date and appropriate.