

Safeguarding: Domestic Abuse, Honour Based Violence and Forced Marriage policy

Early Years Foundation Stage

The Early Years Foundation Stage (EYFS) 2017 Safeguarding and Welfare Requirement states:

- 3.4. Providers must be alert to any issues of concern in the child's life at home or elsewhere
- 3.6. Providers must train all staff to understand their safeguarding policy and procedures, and ensure that all staff have up to date knowledge of safeguarding issues
- 3.7. Providers must have regard to the government's statutory guidance 'Working Together to Safeguard Children 2018'

This policy should be read alongside our Safeguarding policy:

- Safeguarding Children and Child Protection Policy
- Domestic Abuse Policy for Nursery Managers (Relating to Staff)

Domestic abuse

For the purposes of this policy ICP Nurseries recognises the cross-government definition of domestic violence and abuse:

"Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality....."

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.

This definition, which is not a legal definition, includes so called 'honour' based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group."

Domestic abuse can include, but is not limited to, the following:

- Coercive control (a pattern of intimidation, degradation, isolation and control with the use or threat of physical or sexual violence)
- Psychological and/or emotional abuse
- Physical or sexual abuse
- Financial or economic abuse
- Harassment and stalking

- Online or digital abuse

Anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background. There are different kinds of abuse that can happen in different contexts. The most prevalent type of domestic abuse occurs in relationships and can happen at any stage in a relationship. But the definition of domestic abuse also covers abuse between family members, such as adolescent to parent violence and abuse. Domestic abuse is rarely confined to a single incident and typically forms a pattern of coercive or controlling behaviour.

We aim to develop staff knowledge of recognising the signs and symptoms of domestic violence. These signs may include:

- Changes in behaviour: for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, depressed etc.
- Visible bruising or single, or repeated, injury with unlikely explanations
- Change in the manner of dress: for example, clothes that do not suit the climate which may be used to hide injuries
- Partner or ex-partner stalking employee/parent in or around the workplace/Nursery; this may include excessive phone calls or messages
- Partner or ex-partner exerting an unusual amount of control or demands
- Frequent lateness or absence from work/Nursery.

We will raise awareness of domestic abuse within our Nurseries by:

- Sharing information with external organisations that can offer support with incidents of domestic violence. The information will be displayed in visible spaces within the setting
- Providing all staff and parents with the telephone number for the free 24 hour National Domestic Violence Helpline (0808 2000 247)
- Sharing our Domestic Abuse Policy and Child Protection and Safeguarding policies with all stakeholders.

The Domestic Violence, Crime and Victims Act 2004 extended provisions to help stop domestic abuse. It created a new offence "causing or allowing the death of a child or vulnerable adult". This Act was amended in 2012 (Domestic Violence, Crime and Victims (Amendment) Act 2012) to include 'causing or allowing serious physical harm (equivalent to grievous bodily harm) to a child or vulnerable adult'.

Honour based violence

Honour based violence (HBV) can be described as 'a collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour'; such as being held against their will, sexual or psychological abuse, threats of violence, assault or forced marriage.

Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code. It is a violation of human rights and may be a form of domestic and/or sexual violence. There is no honour or justification for abusing the human rights of others.

We aim to develop staff knowledge of recognising the signs and symptoms of HBV. These signs may include:

- Changes in how they dress or act, they may stop wearing 'western' clothing or make-up
- Visible injuries, or repeated injury, with unlikely explanations.
- Signs of depression, anxiety or self-harm
- Frequent absences
- Restrictions on friends or attending events.

We will raise awareness of domestic abuse within our setting by:

- Sharing information with external organisations that can offer support with incidents of HBV. The information will be displayed in visible spaces within the setting
- Sharing our HBV, child protection and safeguarding policies with all stakeholders.

Forced Marriage

A forced marriage is defined as 'a marriage in which one, or both spouses, do not consent to the marriage but are coerced into it. Duress can include physical, psychological, financial, sexual and emotional pressure. In the cases of some vulnerable adults who lack the capacity to consent, coercion is not required for a marriage to be forced'.

If we suspect or receive information about a forced marriage being planned then we will follow our safeguarding reporting procedures. If the person concerned is under the age of 18 years then we will report the incident to the children's social care team.

If we believe a person is in imminent danger of being forced into a marriage we may contact the Police and the Governments Forced Marriage Unit (FMU) on 020 7008 0151.

Reporting Procedure

- When any member of staff has concerns that that Domestic Abuse, Honour Based Violence and Forced Marriage is happening within a home and a child or adult is at risk, they should speak with the Designated Safeguarding Lead (DSL) who will record the details on a **Safeguarding Initial Report Form**.
- The DSL must then report the concern to the ICP Strategic Safeguarding Lead, and if appropriate then follow the normal safeguarding procedures.
- Where incidents of Domestic Abuse, Honour Based Violence and Forced Marriage are shared by an employee or parent/carer, we will respect confidentiality and not share information without their permission. However, we will share this information without permission in cases of child protection, or where we believe there is an immediate risk of serious harm to the person involved.