



# **BELFAST AREA DOMESTIC AND SEXUAL VIOLENCE & ABUSE PARTNERSHIP**

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## Local DV partnerships at HSS Trust in 90s

- Bring together and provide a strategic context for all relevant agencies in statutory, C and V Sectors
- Share knowledge and experience on domestic violence
- Undertake awareness raising/address local issues
- **BELFAST DV PARTNERSHIP 2007**
- Work together effectively
- Identify resources
- Initiatives that hold perpetrators accountable



# STRUCTURE

- **Strategic Group**
- **Support and Prevention**
- **Protection and Justice**
- **Training and Development**
- **MARAC**  
**(Multiagency Risk Assessment Conferencing)**

# ACHIEVEMENTS

- **Conferences/ Seminars/Community Awareness Events**
- **Guidance and Information Sharing**
- **Workplace Policies**
- **Promotional Material**
- **Newsletters**
- **Website: [www.belfastdvp.co.uk](http://www.belfastdvp.co.uk)**

# Background

- Biggest employer in Northern Ireland
- 78% female/22% male
- Delivery of best health and social care services to Belfast population of some 340,000 people + regional services
- Corporate purpose: to improve health and well-being and reduce health inequalities



# Why a workplace policy on domestic abuse?

- Duty of care – supporting staff
- Moral /Ethical reasons
- Human Right – fundamental right to be free from abuse
- Business case – it is a workplace issue – impact on performance, health and social well-being, motivation, concentration, absenteeism etc

# 2008

- Business case- Exec team/TJNCF
- Partnership working essential with TU
- Good practice – legacy Trusts
- Interim workplace policy
- Adopted regional policy
- Official launch December
- First public screening – Leaving DVD



# Support Worker

- Trawled for expressions of interest for voluntary role of support worker
- Recognised importance of diversity of officer –gender, age, sexual orientation, location, professional background, level
- 15 support workers shortlisted with managerial approval
- 2 day intensive training –Women’s Aid, MAP, Rainbow Project, PSNI, DVU at DHSSPSNI, Staffcare and Social Work

# Role

- Not to “rescue”
- Recognise, respond, support and refer
- To listen, to inform of options, to signpost, to offer practical and emotional support
- Practical examples – time off for appointments, court dates, salary advance, act as intermediary, change location, contact number, hours of work, liaise with manager, personal alarm



# Awareness Building

- Calendar
- Leaflets/Hub
- Showcasing and sharing best practice
- Promotional items
- Email/telephone numbers/Website
- Targeted training
- Journey to freedom
- Template
- Regionalise

