



# Domestic Abuse Policy Summary

At Co-op we'll do everything we can to support you if you're experiencing or are close to anyone impacted by domestic abuse. We believe that everyone has a right to live free from abuse in any form. If you're reading this because you've been affected, we want you to know that we are here to listen and will support you to feel safe at work if you speak out.

## What is Domestic Abuse?

Domestic abuse describes abusive behaviours that take place between two people aged over 16 who are personally connected to each other. This includes people who are, or have previously been married, in civil partnerships or in relationships; or have a child together; or are relatives, including abuse of adult parents or adult children. Domestic abuse is not gender specific and can happen to anyone regardless of gender, race, religions or sexual orientation. It's a criminal offence and can lead to a criminal conviction. It includes any behaviour that is physical, violent, threatening, controlling or coercive as well as abuse that's financial, sexual, psychological or online.

## Telling someone

It's important to speak to your manager or someone else you trust as soon as possible if you are, or think you are experiencing domestic abuse, so that we know what's happening and how we can support you. By telling us, we can also do what we can to keep you safe, make sure you have access to your pay, explore adjustments at work and any time off that you might need.

Your manager can provide initial support, signpost you to resources and help you with any disclosure conversations you would like to have with your colleagues. If you tell your manager about your experience, they'll keep this confidential and won't share this information unless you say it's okay – except if we've got serious concerns for your safety or that of others. If you don't feel like you can speak to your manager remember we have an Employee Assistance Programme (EAP) who can provide support. You can contact the EAP on 0800 069 8854.

## Getting help

If it's safe for you to do so we would recommend downloading the [Bright Sky App](#) as a first step to access local support if you are unsure where to turn. If you need immediate help, you can ask for ANI in a participating pharmacy. 'ANI' stands for Action Needed Immediately but also sounds like the name Annie. If a pharmacy has the 'Ask for ANI' logo display, it means they're ready to help. They will offer you a private space, provide a phone and ask if you need support from the police or other domestic abuse support services.

## Perpetrators

The Co-op does not tolerate or condone domestic abuse in any form. We recognise that the responsibility for domestic abuse lies with the perpetrator. However, if a colleague tells us about their abusive behaviour and genuinely wants to change, we will engage with them to identify the appropriate external support. Just so it's clear, any domestic abuse including the use of Co-op equipment to inflict domestic abuse such as mobile phones, laptops or other mobile devices is seen as gross misconduct. It may result in disciplinary action up to and including dismissal.

## If you need further support

Remember we have an [Employee Assistance Programme](#) (EAP) who can provide colleagues with support. You can contact the EAP on 0800 069 8854. It's independent and totally confidential. And there's no charge for Co-op colleagues.

If managers need advice they should contact [ER Services](#)

There are lots of charities and other specialist support groups who offer information and support about domestic abuse. Here are some that you might find helpful:

- [24 Hour National Domestic Abuse Helpline](#) – 0808 2000 247 – run by Refuge
- [Womens Aid](#) 0117 944 44 11
- [Bright Sky App and Website](#) - a mobile app and website for anyone experiencing domestic abuse or wanting to help someone they know. Signposting to local support
- [National Centre for Domestic Violence](#) 0800 970 2070
- [Retail Trust](#) 0800 801 0808
- [Men's Advice Line](#) 0808 801 0327
- [Mankind](#) 01823 334 244
- [Galop](#) - supporting victims of domestic abuse in the LGBT+ community - 0800 999 5428
- Forced Marriage Unit - 020 7008 0151
- [Suzy Lamplugh Trust](#) – National Stalking Helpline – 0808 802 0300
- [Respect Helpline](#) – for anyone worried about their own behaviour – 0800 802 4040
- [Grocery Aid](#) – providing practical, financial and emotional support for those working in Retail
- [Hestia Respond to Abuse Helpline](#) – a free resource for employers. Employers can call 020 3879 3695 Monday to Friday, 9am to 5pm, or email [advice@hestia.org](mailto:advice@hestia.org) for support, guidance or information about domestic abuse and how to support employees and colleagues experiencing domestic abuse.