

HUMAN RESOURCES POLICIES AND PROCEDURES



DOMESTIC ABUSE

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This Policy has been Impact Assessed against the Equality Act 2010

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HUMAN RESOURCES POLICIES AND PROCEDURES

**Title: DOMESTIC ABUSE
13-V1**

Reference Number: SMP-

1. Operational Summary

1.1. Policy Aim

This policy is recommended for adoption by the Governing bodies of community and voluntary controlled schools where the County Council is the employer of staff and by Governing bodies of voluntary aided or foundation schools and academies where the governing body or trust is the employer of staff. It applies to all employees at the school who are under the direction of the Governing body.

The policy aims to provide guidance to head teachers and all employees of schools within Northumberland on the County Council/ School's policy and procedure for domestic abuse.

Northumberland County Council does not accept abuse of any kind to any person. This is regardless of sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status. This is not limited to abuse between employees but also includes any abuse of any employee from anyone who is not an employee or abuse by an employee to anyone who is not an employee.

The term 'domestic abuse' is referred to throughout this policy however it is an umbrella term which can be used to cover the following:

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

The aim of this policy is to

- ensure that there is a clear understanding of the effects of domestic abuse upon a victim and to know how best to support and assist any employee who is a victim of domestic abuse
- ensure that all employees understand how they should respond to suspected victims of domestic abuse
- ensure that there is a clear understanding of what constitutes an aggressor of domestic abuse
- ensure there is a clear understanding that a child will suffer harm if it is to see or hear the ill-treatment of others and that there is a duty upon everyone to act to safeguard children
- Ensure that, where it is believed that the adult is a vulnerable adult, there is a duty to act to safeguard vulnerable adults.

1.2 Policy Summary

This policy gives an overview of issues of domestic abuse, a breakdown of responsibilities for members of staff, an overview of legislation and further resources available and outlines considerations that need to be made in the workplace.

1.3 What it means for staff

Head Teachers / Chair of Governors – are responsible for ensuring adequate dissemination and implementation of policies. They are also responsible for making employees aware of the responsibilities they have in order to eradicate abuse from the workplace and ensure that employees feel comfortable and welcome in their place of work.

All school employees – all employees should be aware of the policy in place which states the school's stance on domestic abuse. Employees should also be aware that appropriate support should be available from their head teacher and Human Resources staff at the County Council when needed in regards to issues of domestic abuse.

2. Introduction

2.1 'Violence and abuse can lead to an increased risk of poor mental health, injuries, chronic physical conditions, unwanted and complicated pregnancy, sexually transmitted infections and substance misuse. The effects can last a lifetime and into subsequent generations.' (DOH 2010) or in extreme cases death.

When a person is subjected to domestic abuse it will often affect their self esteem and self worth whereby they may not recognise themselves as a person experiencing domestic abuse (victim). As the victim loses confidence in themselves, it can often cause the person to believe that they are to blame for the behaviour of their aggressor because they deserve it or they are a burden to their aggressor. Victims can begin to believe that they are too useless to manage alone and fear being

rejected by their aggressors, enabling the abuse to perpetuate. The longer the abuse has gone on, the harder it will generally be for the victim to take steps to end the abuse. Threats from the aggressor of what will happen if the victim removes themselves from the situation, other forms of abuse such as financial and emotional can also prevent a victim from removing themselves from the situation.

Some people experienced domestic abuse may be ashamed to admit to being a victim. This could be if the victim believes they are perceived by others as emotionally or physically stronger than the aggressor such as in a heterosexual relationship when the man is abused by the woman or a parent abused by their child.

The person experiencing abuse may also feel a sense of loyalty to their aggressor and would feel they were breaking a confidence if they were to disclose that they are subjected to domestic abuse.

It is rarely a simple case of the victim making an easy choice to remove themselves from the situation. Even if they do make this decision, the aggressor may not want to, or be unable to, accept the victim's decision and can continue to abuse the victim by intimidating them or by harassing them in an effort to resume a relationship by making the victim feel sorry for them and with promises to change.

Intimidation and harassment from the aggressor can take many forms and can include direct and indirect contact with the victim and also with associates of the victim either as an extension to intimidating the victim or in attempts to influence the associate in persuading the victim to resume a relationship with them, the aggressor.

The aggressor may not acknowledge themselves as an aggressor. They may hold the view that they, themselves, are the real victim and that the victim is wholly responsible for their behaviour.

It should be recognised that the workplace can often be the only safe place for a person who is experiencing domestic abuse or abuse.

A victim is a person (child or adult, male or female) who is harmed either verbally or physically as a result of the abuse they are suffering.

Northumberland County Council - Champions

Northumberland County Council have a team of trained Champions who are able to offer basic support and sign post individuals to appropriate agencies. Their role includes:

- Act as a conduit for information between Northumberland County Council and the Champions Network as necessary.
- Attend appropriate training.
- Be a point of contact for School / Northumberland County Council employees for information relating to domestic abuse.
- Raise awareness and enhance the overall level of knowledge of domestic and sexual abuse within the School / Council.

- Ensure up to date and accessible information is available in relation to referral processes and available services for victims.
- Ensure leaflets and posters are displayed and available.
- In certain cases will support a head teacher in preparing for a meeting with a member of their team who is a possible victim or perpetrator.

A full list of Champions and their contact information can be found on the Council's Intranet.

The Domestic Abuse and Sexual Violence Co-ordinator, Lesley Pyle can be contacted on 01670 622724 - mobile 07989169717 for advice and information on the support services available, referrals, the DA Champions network and training.

3. Purpose

3.1 The purpose of this policy is:

- To ensure the safety of those abused and that of children who are in regular contact with the victim or aggressor.
- Ensure that, where possible, employees who are victims of domestic abuse are identified and offered appropriate support and provided with information on who they can turn to for professional advice. However, it will be for the victim to decide what action they take and cannot be pressured into making any decisions.
- Create an environment where the abused can talk about their experience in a safe and confidential environment
- Ensure that employees have the ability to receive disclosures of abuse and respond to such disclosures in a supportive, non-judgemental, reassuring and appropriate manner.
- Be able to identify service users who may be victims or aggressors of domestic abuse and act accordingly.
- Be aware that there are additional procedures in place for vulnerable adults and children¹ and that a child will suffer harm if they see or hear the ill-treatment of others.²
- A referral should be made by the head teacher, in conjunction with Human Resources, to the Police and/or Children's Services if a child lives in, or regularly visits a household where domestic abuse is believed to be taking place to provide the child with appropriate support or protection. Adult Services should be contacted if a vulnerable adult is believed to be suffering abuse.
- Be aware that a child can also be an aggressor and that a child will also be at risk of harm if it is beyond parental control.³ Again, a referral should be made to the police and/or Children's Services to provide the child (and victim) with appropriate support or protection.
- Identify, where possible, employees who are aggressors of domestic abuse and to act to ensure that they are prevented from causing further harm to their victim by advising them of where they can receive help but, whilst not pressuring them to seek such help, also

¹ policies

² Adoption and Children Act 2002 s.120; Children Act 1989 s.31(9)

³ Children Act 1989 s.31(2)

reminding them that their conduct is likely to acts of crime and/or to be conduct that will be subject to disciplinary procedures and that their behaviour will have to be reported.

- To establish appropriate referral pathways and support for employees subjected to domestic abuse.
- To work towards putting systems in place in the workplace (such as risk assessments), to support the person experiencing domestic abuse to minimise risk to themselves and others.

4. Duties

4.1 Everyone has under a duty to protect vulnerable adults and children. It is an issue that you should not turn a blind eye to. A vulnerable adult is someone over the age of 18 who is or may be for any reason unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation. Should you suspect that someone at work is a victim of domestic abuse, this should be referred to the head teacher and/or Human Resources at the County Council.

4.2 Extreme care should be taken to protect the safety of victims of abuse and no information should be disclosed which may breach their safety.

4.3 It must be made clear to victims that there are limits to the extent of confidentiality where the safety of children and vulnerable adults is concerned. Where children are living in, or regularly visiting, violent households, information may be passed to other agencies in line with child protection procedures and similarly for adults, consistent with safeguarding adults procedures.

5. Identifying possible victims of domestic abuse

- Look for sudden changes in behaviour and/or changes in the quality of work performance for unexplained reasons despite a previously strong record
- Look for changes in the way an employee dresses, for example excessive clothing on hot days, changes in the amount of make-up worn
- Believe an employee if they disclose experiencing domestic abuse – do not ask for proof
- Reassure the employee that the school has an understanding of how domestic abuse may affect their work performance and the support that can be offered
- Divert phone calls and email messages and look to change a phone extension if an employee is receiving harassing calls
- Agree with the employee on what to tell colleagues and how they should respond if the perpetrator of domestic abuse telephones or visits the workplace
- Ensure the employee does not work alone or in an isolated area and check that staff have arrangements for getting safely to and from home. Please refer to the Model policy for Lone Working.
- Keep a record of any incidents of abuse in the workplace, including persistent telephone calls, emails or visits to the workplace

If an employee takes an opportunity to self disclose to you: This can be challenging and even traumatic for you too.

- Suggest that you go somewhere quiet and comfortable – not an office/desk area
- Acknowledge the courage of the employee and how difficult it must be to talk
- Confirm confidentiality - exceptions are imminent threats to life and harm of children.
- Have an open posture, reach towards them but be aware that they may feel threatened by invasion of personal space • Be prepared for them to be upset and tearful
- Do not be judgmental – avoid language that indicates blame/fault (“Why don’t you leave”/“How can you let this happen”/“Why haven’t you told anyone before”)
- Allow plenty of time and space for them to speak
- It is not safe to tell someone to leave their home as soon as they disclose domestic abuse
- If there is disclosure of high risk, contact HR for advice
- Following disclosure contact HR for a debrief while respecting the individual’s confidentiality.⁴
- Consider a referral to occupational health to ascertain support for the individual.
- Provide the employee with Northumberland County Council’s 24 hour counselling helpline number which is 0117 934 2121 or Safecall 0800 915 1571.

There are a number of agencies that can provide help and support to a person who is a victim of domestic abuse in addition to the police. These are listed in Appendix 3.

6. Legislation

Although there is no specific criminal offence of domestic abuse recent changes to the Serious Crime Act 2015 does recognise controlling or coercive behaviour as a crime – often a key factor in domestic abuse. There are also a number of possible offences for which perpetrators can be prosecuted. These can range from murder, rape and manslaughter through to assault and threatening behaviour.

7. Eligibility and Criteria and Authorisation

7.1 This policy applies to all those working in schools including voluntary workers

8. Monitoring and Audit

8.1 Monitoring

⁴ <http://16daysofaction.co.uk/toolkit/>

The School / County Council will monitor the application of this policy and review it through the appropriate consultation mechanisms as required. This will initially be reviewed by Human Resources and any amendments will be considered by the Shared Internal Audit and Risk Management Service and recognised trade unions respectively. Therefore, any significant changes will be considered by the Council's joint consultative committee.

8.2 Management Responsibility

Responsibility for the implementation, monitoring and development of this policy lies with the Director of Human Resources at Northumberland County Council. Day to day operation of the policy is the responsibility of school head teachers who will ensure this policy is adhered to.

9. Training and Support

9. Advice can be gained from the HR department in relation to the implementation of this policy and procedure. Safeguarding Children Awareness and Safeguarding Adult Awareness is available via E-learning.

10. Associated Documentation and References

Reference	Title
Learning Together	Dignity at work Policy
Learning Together	Harassment Guidelines
http://www.northumberland.gov.uk/Care/Support/Safeguarding.aspx	NCC Protocol on safeguarding Adults:
http://www.northumberland.gov.uk/Children/Safeguarding.aspx	NCC Protocol on Safeguarding Children:
Learning Together	Social Networking Policy
Learning Together	Health & Wellbeing Policy
Learning Together	Codes of Conduct
https://www.gov.uk/government/publications/definition-of-domestic-violence-and-abuse-guide-for-local-areas	Home Office, in partnership with Against Violence and Abuse (AVA) 'A guide for local areas ':
http://16daysofaction.co.uk/toolkit .	Government's violence toolkit for businesses

APPENDIX 1

Current Legislation

- Crime and Disorder Act 1998
- The Serious Crime Act 2015
- domestic abuse, Crime and Victims Act 2004, amendment 2012
- Sexual Offences Act 2003
- Female Genital Mutilation Act 2003
- Forced Marriage Act 2007
- Anti-Social Behaviour, Crime and Policing Act 2014
- Protection from Harassment Act 1997, amended by the Protection of Freedoms Act 2012 to include 2 new offences for stalking
- Anti-Social Behaviour, Crime and Police Act 2014
- The Care Act 2014
- Family Law Act 1996
- Children Act 1989 and 2004

Crime and Disorder Act 1998 -

This makes provisions for racially motivated abuse

The Serious Crime Act 2015 came into force on 29 December 2015. Section 76 created a new offence of “controlling or coercive behaviour in an intimate or family relationship”. The offence came into force in December 2015. It closes a gap in the law and around psychological and emotional abuse that stops short of physical abuse. The offence carries a maximum sentence of 5 years’ imprisonment, a fine or both.

Domestic Abuse, Crime and Victims Act 2004 extended provisions to help stop domestic abuse and created the new offence of “causing or allowing the death of a child or vulnerable adult”. This offence enables prosecutions of people who stay silent or blame someone else.

The Domestic Abuse, Crime and Victims Act 2004 was amended in 2012 by the **Domestic Abuse, 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’

Sexual Offences Act 2003 as the title suggests, relates to sexual offences including rape.

Female Genital Mutilation Act 2003 makes it an offence, not only for the person committing the offence but for any person with responsibility for a child to allow such a procedure or to aid or abet in the performance of the procedure. Female Genital Mutilation (FGM) is a collective term for a range of procedures which involve partial or total removal of the external female genitalia for non-medical reasons. It is sometimes referred to as female circumcision, or female genital cutting. The practice is medically unnecessary, is extremely painful and has serious health consequences, both at the time when the mutilation is carried out, and in later life.

Forced Marriage Act 2007 A Forced Marriage (FM) is a marriage conducted without the valid consent of one or both parties and where duress is a factor. Under this Act, Forced marriage protection orders for the purposes of protecting a person from being forced into a marriage or from any attempt to be forced into a marriage; or a person who has been forced into a marriage.

Anti-Social Behaviour, Crime and Policing Act 2014 amended the Family Law Act 1996 to make it a criminal offence for anyone who breaches a Forced Marriage Protection Order a criminal offence.

Protection from Harassment Act 1997 (PHA) was brought into force on 16 June 1997 and was amended by the Protection of Freedoms Act 2012 to include two new specific offences of stalking through the insertions of sections 2A and 4A. A court dealing with a person convicted of an offence, including those under sections 2, 2A, 4 or 4A of the PHA, may make a restraining order prohibiting the defendant from doing anything described in the order. This order can be made in addition to a custodial sentence or other sentence. The order can be especially useful in preventing continued stalking and harassment by defendants, including those who are given sentences of imprisonment

The PHA include the following provisions:

- Harassment (section 2): a summary only offence, carrying a maximum of six months' imprisonment and/or level 5 fine;
- Stalking (section 2A): a summary only offence, carrying a maximum of six months; imprisonment and/or level 5 fine;
- Fear of violence (section 4): an either way offence, carrying a maximum of five years' imprisonment and/or a fine on indictment;
- Stalking - involving fear of violence or serious alarm or distress (Section 4A: an either way offence, carrying a maximum of five years' imprisonment and/or a fine on indictment;
- Breach of a civil injunction (section 3(6): an either way offence, carrying the same penalty as for the section 4 offence;
- Breach of a restraining order (Section 5(5)); an either way offence, carrying the same penalty as for the section 4 offence;
- a civil tort of harassment, created by section 3.

In determining whether the defendant ought to know that the course of conduct amounts to harassment, the question to be considered is whether a reasonable person in possession of the same information would think the course of conduct amounted to harassment of the other.

Domestic Abuse, Crime and Victims Act 2004 Section 12 of the Domestic Abuse, Crime and

Victims Act 2004, as well extending the availability of restraining orders to all offences, provides the court with the power to make a restraining order even when a person has been acquitted, where the court considers it necessary to do so to protect a person from ongoing stalking or harassment from the defendant.

Family Law Act 1996 (as amended by Part 1 of the domestic abuse Crime and Victims Act 2004) contains two important civil law remedies – occupation orders and non-molestation orders. It can be used to temporarily exclude an abuser from the home and surrounding area and give the victim the right to enter or remain. In certain circumstances, the court may attach a power of arrest to the occupation order.

Non-molestation orders A non-molestation order is a court order which prohibits an abuser from molesting another person they are associated with. Molestation is not defined in the Act but has been interpreted to include violence, harassment and threatening behaviour. An order contains specific terms as to what conduct is prohibited and can last for however long is deemed appropriate by the court. Breach of a non-molestation order is a criminal offence.

Care Act 2014 relates to safeguarding adults from abuse or neglect and promotes personal dignity (including treatment of the individual with respect); physical and mental health and emotional well-being; protection from abuse and neglect; control by the individual over day-to-day life (including over care and support, or support, provided to the individual and the way in which it is provided); participation in work, education, training or recreation; social and economic well-being; domestic, family and personal relationships; suitability of living accommodation; the individual's contribution to society.

Protection from Harassment Act 1997 The Protection from Harassment Act 1997 (as amended) provides both civil and criminal remedies. These include non-harassment and restraining orders. The Government amended the 1997 Act from November 2012 to introduce two explicit offences of stalking.

Domestic abuse protection orders domestic abuse protection orders (DVPOs) were rolled out across England and Wales from March 2014. Under the DVPO scheme, the police and magistrates can, in the immediate aftermath of a domestic abuse incident, ban a perpetrator from returning to their home and from having contact with the victim for up to 28 days. The scheme comprises an initial temporary notice (domestic abuse protection notice, DVPN), authorised by a senior police officer and issued to the perpetrator by the police, followed by a DVPO that can last from 14 to 28 days, imposed at the magistrates' court. DVPOs are designed to help victims who may otherwise have had to flee their home, giving them the space and time to access support and consider their options. It can provide victims with the immediate protection from a violent and / or abusive situation

Domestic abuse disclosure scheme The domestic abuse disclosure scheme (DVDS), often referred to as Clare's law, was rolled out across England and Wales from March 2014. The scheme means that an individual can ask the police to check whether a new or existing partner has a violent past ("right to ask"). If police checks show that a person may be at risk of domestic abuse from their partner, the police will consider disclosing the information ("right to know").

Children Act 1989 sets out in section 31 how a child will suffer harm and includes being beyond parental control and seeing or hearing the ill treatment of others.

Appendix 2

Forms of domestic abuse

The following are examples of what constitutes the types of abuse but are not an exhaustive list:

Psychological Abuse Intimidation, insulting, isolating the victim from friends and family, criticising, denying the abuse, treating them as inferior, threatening to harm children or take them away, forced marriage, controlling behaviour including obsessive checking of texts and whereabouts. In the LGBT community, sometimes the threat of 'outing' (threatening to divulge the nature of someone's sexuality to family friends or employers) is used to intimidate individuals.

Physical Abuse/Violence Shaking, smacking, punching, pushing, kicking, biting, starving, tying up, stabbing, suffocation, throwing things, using objects as weapons, female genital mutilation, 'honour violence'. The physical effects are often on areas of the body that are covered and hidden (i.e. breasts and abdomen).

Sexual Abuse Forced sex, sexual exploitation, pressuring an individual to participate in non-consensual sexual activities, sexual insults, stopping a woman from breast feeding, coerced nudity, taking of explicit photographs under duress, sexual violence, non-consensual acts during intercourse including strangulation, beating, restraint and marking. The perpetrator may refuse to use protection and knowingly expose the victim to infection. Indicators can be unexplained bleeding from the vagina and/or anus, unexplained genital infections, bruising around the genital area, buttocks and thighs. There may be a reluctance to be physically examined; nervous reactions and withdrawal may also be indicators.

Financial Abuse Not letting a victim work, undermining efforts to find work or study, refusing to give money, asking for an explanation of how every penny is spent, making them beg for money, gambling, not paying bills. The victim may have no access to cash or cards and have their accounts or access to money tightly controlled.

Emotional Abuse including Coercive Behaviour Swearing, undermining confidence, making racist remarks, making the victim feel unattractive, calling them stupid or useless, and eroding their independence. Controlling or threatening behaviour. 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.

Harassment Unwanted behaviour on the grounds of race, gender, sexual orientation, religion, which affects the victim's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Stalking The perpetrator follows the victim to and from work, checks emails, texts and phone calls, regularly sends gifts, makes unwanted or malicious communication, damages the victim's clothes or property, physical or sexual assault.

Online or Digital Abuse Stalking, placing false and malicious information about the victim or others on social media, being trolled, having no control on the content, revenge pornography, monitoring or controlling emails, texts and phone calls (including work email and calls)

Some people may think that different cultures may be allowed to excuse domestic abuse. That is not true. No person should suffer abuse regardless of any characteristics including their ethnicity or religion. Below are a few examples of such abuse

Forced Marriages and Honour Based Violence

Honour based violence is a violent crime or incident which may have been committed to protect or defend the honour of the family or community. It is often linked to family members or acquaintances who mistakenly believe someone has brought shame to their family or community by doing something that is not in keeping with the traditional beliefs of their culture. For example, honour based violence might be committed against people who:

- become involved with a boyfriend or girlfriend from a different culture or religion
- want to get out of an arranged marriage
- want to get out of a forced marriage
- wear clothes or take part in activities that might not be considered traditional within a particular culture
- Honour is the perception of shame that can be the catalyst, and that 'honour' is vague and can be different things to different individuals. Honour-based violence can include: Acid attacks; Assault; Blood feuds; Disfigurement; Domestic abuse; Dowry - abuse of dowry arrangements; False imprisonment; Female genital mutilation; Forced marriage; Forced repatriation; Harassment; Honour killings (murder); Kidnap; Stalking; Self-harm, suicide as a result of these issues; Rape and sexual assault.

A **forced marriage** is where one or both people do not (or in cases of people with learning disabilities, cannot) consent to the marriage and pressure or abuse is used. This is now legislated as an offence and is recognized in the UK as a form of violence against women and men, domestic/child abuse and a serious abuse of human rights.

An arranged marriage (which is not abuse as the individuals must agree to the marriage) will become 'forced' if either or both parties withdraw consent and are pressured to continue with the marriage. The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when

someone is made to feel like they're bringing shame on their family). Financial abuse (taking your wages or not giving you any money) can also be a factor.

Female Genital Mutilation FGM is recognised internationally as a violation of the human rights of girls and women. It reflects deep-rooted inequality between the sexes, and constitutes an extreme form of discrimination against women. The practice violates a person's rights to health, security and physical integrity, the right to be free from torture and cruel, inhuman or degrading domestic abuse and Abuse Policy v1 11 treatment, and the right to life when the procedure results in death. (World Health Organisation)

APPENDIX 3

USEFUL CONTACTS

Illegal Money Lending Team:

Call: 0300 555 2222 (local rate call, including inclusive minutes from mobiles) Email: reportaloanshark@stoploansharks.gov.uk Web: www.direct.gov.uk/stoploansharks Text: loan (space) shark (space) + your message to 60003

Escape family support

Susan Kennedy Centre
63 South View
Ashington
Northumberland
NE63 0SF

Telephone:

Headoffice: 01670 544055
24/7 helpline: 07702833944

Northumberland Women's Service

Telephone: 01670 880199

NDAS

Telephone: 01434 608030

Cygnus Support

Telephone: 01670 853977

Woman's Aid

Telephone 0808 2000 247

GRACE

Telephone: 0191 222 0272

Email: enquiries@rctn.org.uk

Helpline Telephone: 0800 035 2794

Email: support@rctn.org.uk

Tuesday, Wednesday, Thursday from 6.00pm - 8.30pm & Friday 11am - 2pm

Reach, providing rape and sexual health assault counselling

<http://www.ncdv.org.uk/>

Telephone: 0800 970 2070

National Stalking Helpline

<https://www.suzylamplugh.org/Pages/Category/national-stalking-helpline>

Telephone: 0808 802 0300

Northumberland women's refuge

info@womensaid.org.uk

Helpline Telephone: 0808 2000 247

MIND, the leading mental health charity in England and Wales

46 Bondgate Within

Northumberland

NE66 1JD

Phone: 01665 798291

Samaritans, offering support and advice

jo@samaritans.org

Freephone: 116 123 (UK)

Time to change, an organisation that campaigns to end discrimination against people with mental health issues and provides contact details for a number of agencies

Northumberland Children's Services:

Childrenstriage@northumberland.gov.uk

01670 536000

Northumberland Advice Network

Advice on housing and benefits

<http://northumberlandadvicenetwork.org.uk>

Northumberland Emergency Transition Support

Advice for people on benefits

Telephone 0345 600 6400 and follow the options for Benefits then NETS team

Solicitors

The Law Society provides details of solicitors who practice in specific areas of Law in your area.

solicitors.lawsociety.org.uk/FindASolicitor