

Internal Domestic Abuse POLICY & PROCEDURE

OFFICIAL

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Related Information	Authorised Professional Practice Domestic Abuse Policy and Procedure Hestia Support DA Workplace Champions List of DA Workplace Champions Equality Act Osman v UK Case of Z and Others v UK Van Colle and Another v Chief Constable of Hertfordshire Police OHU Attendance Management Policy and Procedure Flexible Working Policy and Procedure EAP Respond to Abuse Advice Line	National Domestic Abuse Helpline Victim Support National Helpline National LGBTQ+ DA Helpline National Stalking Helpline Paladin National Stalking Helpline NCDV Karma Nirvana Revenge Porn Helpline Sefton IDVA Team Knowsley The First Step St Helen's Safe 2 Speak Liverpool Domestic Abuse Service Wirral Family Safety Unit Respect.org Merseyside Police Victim Support Pledge
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Contents

Policy	2
Rationale	2
Aims	2
Objectives	3
Application and Scope	3
Outcome Evaluation	4

Policy

Rationale

We are committed to providing a supportive, safe and respectful environment for all police staff and officers at Merseyside Police. This includes volunteers, cadets and the Special Constabulary.

Domestic Abuse is a criminal offence whether perpetrated by a partner, ex-partner, family member or any other person closely connected to the victim. Domestic abuse can be perpetrated in many forms and is not just physical abuse, it can include controlling behaviours and sexual abuse. Domestic abuse does not discriminate and can affect anyone regardless of gender, age, sex, sexuality and religion. As a Force we recognise that there will be members of our organisation that has or is experiencing domestic abuse.

It is estimated that 1 in 3 members of staff may experience domestic abuse in their lifetime, we understand the importance of ensuring support is in place for colleagues.

This policy outlines how Merseyside Police will support anyone within the force who has or is experiencing domestic abuse, ensuring they have access to the necessary support both internally and externally to the force and create a workplace culture that upholds our values of integrity, respect and safety for all.

Our priority is to support staff who are victims of domestic abuse, the effects of domestic abuse on the individual and any children within the relationship, whether directly abused or not, can have a devastating effect on their lives. Additionally, this can also affect extended family, friends and work colleagues who might become involved in the situation.

Under no circumstances will employees conduct mediation between the victim and perpetrator. Line managers must also bear in mind that they are not required to undertake the role of counsellor; this should be left to trained counsellors or domestic abuse experts. Line managers should support, refer and ensure the victim feels safe and supported.

Merseyside Police has a duty to maintain a secure environment for all staff, when they become aware that one of their members of staff is a victim of domestic abuse. Where domestic abuse is referenced in this policy, it also encompasses rape and serious sexual violence within the context of a relationship.

Aims

- Protect victims of domestic abuse and prevent further harm.
- Support police personnel in a sensitive and effective manner.
- Ensure that existing multi agency arrangements relating to investigations, information sharing, and victim support are maintained.
- Maintain a professional, proportionate approach.

- Effective risk management and mitigation, of personal and organisational vulnerability
- Promote a safe and secure environment for people to speak up, report domestic abuse and highlight concerns for colleagues.
- Hold perpetrators to account through the criminal justice system and internal misconduct procedures.
- Ensure that appropriate measures are in place to deal with police personnel who are arrested and detained in order to safeguard the integrity and effectiveness of the investigation.
- Signpost the individual to support groups and OHU
- Eliminate discrimination, harassment and victimisation, whilst advancing equality of opportunity as outlined in the [Equality Act 2010](#).
- Balance the victim's needs against the organisation's legitimate aims.
- Employ common sense and discretion in decision-making and ensure all decisions and their rationale are documented.
- Employ best practise and highlight lessons learned.
- Maintain the trust and confidence of our staff.

Objectives

The objective of this policy is to ensure all police officers, police staff, volunteers and cadets are supported upon the report of them being a victim/survivor of domestic abuse. This policy affords staff the opportunity to understand what will happen if they report domestic abuse and what support they can expect from Merseyside Police. It includes:

- Advice on how to identify domestic abuse and what to do if you suspect someone is a victim/survivor.
- Advice on the various options of support available and expectations of confidentiality.
- Ensure all staff understand the impact of domestic abuse and understand their roles and responsibilities.
- Ensure relevant safeguarding referrals and signposting to external agencies and internal support is provided to promote the wellbeing of our staff.

Application and Scope

All police officers and police staff, including the extended police family and those working voluntarily or under contract to Merseyside Police must be aware of, and are required to comply with, all relevant policy and associated procedures.

This policy applies to all staff members, officers, volunteers, cadets and the Special Constabulary in Merseyside police, regardless of role, rank, status, where they are based within the force or where they live. It also applies to anyone who is currently experiencing domestic abuse or has lived experience of abuse and would like support.

This policy also applies to people who use abusive behaviours in the context of domestic abuse and all managers in the force.

Outcome Evaluation

This policy will be monitored by Centralised PPU which will include the evaluation and analysis of data in relation to police perpetrated domestic abuse (PPDA) and data from Hestia in terms of referrals (albeit these are anonymised). It is recognised that not all domestic abuse will be reported into Merseyside Police and may come in many forms, some of which will be presented in anonymous data. Centralised PPU will ensure oversight and governance of this policy. The Force lead for Domestic Abuse Workplace Champions will also ensure oversight of this policy in conjunction with Centralised PPU, PSD, Hestia and People Services to obtain feedback from both police staff and external agencies.