



UNIVERSITY COLLEGE  
OF ESTATE MANAGEMENT

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# Domestic Abuse

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## Guidance for Students

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## Domestic Abuse

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00.01	21/9/2023	Karen James	Director of Student Services- Special Projects

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# Domestic Abuse

## 1. Introduction

The University College of Estate Management (UCEM) is committed to creating and sustaining an inclusive and accessible learning environment, which is free from all forms of abuse, including domestic abuse and gender based violence. This approach will aim to ensure that the behaviour stops, that the victim/survivor is kept safe, and that UCEM enforces their view that domestic abuse is never acceptable.

The Crime Survey for England and Wales (CSEW) estimated that 5.0% of adults (6.9% women and 3.0% men) aged 16 years and over experienced domestic abuse in the year ending March 2022 (Office for National Statistics, 2022).

UCEM strongly condemns domestic abuse and gender based violence. Domestic abuse has a prevailing and widespread destructive impact on all involved and the wider community. The University seeks to encourage those affected to feel comfortable and able to disclose incidents and receive support which, where possible, will be treated confidentially. Any information you provide to us about your health will be processed in accordance with our Data Protection Policy.

UCEM recognises that moving on from domestic abuse is frequently extremely difficult and challenging and is likely to be managed over a period of time.

Personal safety and the safety of any dependants is of greatest importance. In an emergency and, or where you, or others nearby are at risk of harm, the emergency services should be contacted.

The aim of this guidance document is to:

- Raise awareness of the issue of domestic abuse to all members of the University
- Improve support and recognition for victims and survivors of domestic abuse
- Outline the support that victims/survivors of domestic abuse can access (both as a student of UCEM and externally)
- Provide information on the steps that perpetrators of domestic abuse can take should they inclined to change their behaviour

For the purpose of this guidance, we use the terms 'victim' and 'survivor' to describe someone who has personally experienced domestic abuse.

### 1.1 Behavioural Expectations and Conduct

To support a positive working environment that is free from any form of domestic abuse, the behavioural expectations that students are required to comply with are set out in the following:

Students - [the UCEM Disciplinary Procedure \(opens new window\)](#) and [Student Charter \(opens new window\)](#)

Students who aren't apprentices - [UCEM Terms and Conditions of Contract for non-apprentices \(opens new window\)](#)

Students who are apprentices - [UCEM Terms and Conditions of Contract for apprentices \(opens new window\)](#)

Behavioural expectations of all staff can be found in [UCEM's Code of Conduct Part 2- Safeguarding](#) and in the Equal Opportunities and Dignity at Work policy.

# 2. What is Domestic Abuse?

Domestic abuse is any single incident, course of conduct or pattern of abusive behaviour between individuals aged 16 or over who are personally connected to each other. This could be as a result of being, or having been, intimate partners or family members, regardless of gender or sexuality.

Children who see, hear, or experience the effects of the abuse are also considered victims/survivors of domestic abuse.

Domestic abuse takes many forms, it can include, but is not limited to:

- **Physical abuse:** abuse involving physical violence, such as hitting, punching, pushing, kicking, biting, choking, use of weapons and making threats of violence.
- **Sexual abuse:** behaviour (physical, emotional, verbal, online) of a sexual nature which may be controlling, coercive, harmful, exploitative, or unwanted that is inflicted on a person, and may include taking advantage of their ability to give informed consent.
- **Economic or financial abuse:** any behaviour that has a substantial adverse effect on someone's ability to acquire, use or maintain money or other property, or obtain goods or services.
- **Coercive behaviour:** 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.
- **Controlling behaviour:** 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.
- **Stalking:** a pattern of unwanted, fixated, or obsessive behaviour that is intrusive and causes fear of violence or serious harm.
- **Digital and online abuse:** abuse facilitated by technology. This may include controlling or coercive behaviours, cyber stalking, threatening/nuisance phone calls or emails, location tracking, online harassment, dissemination of intimate images (revenge porn).
- **'Honour' based abuse (including forced marriage and female genital mutilation (FGM)):** an incident or crime involving violence, threats of violence, intimidation, coercion, or abuse (including psychological, physical, sexual, financial or emotional abuse) which has or may have been committed to protect or defend the honour of an individual, family and/or community for alleged or perceived breaches of the family and/or community's code of behaviour.
- **Spiritual abuse:** any attempt to exert power and control over someone using faith, religion or beliefs.
- **Pet abuse:** pets may be abused or used in an attempt to control a victim. Many victims/survivors are unwilling to leave their homes if they knew that their pet was unsafe and/or at risk of harm.

### 3. Disclosing Abuse

If you are experiencing domestic abuse, there are several options available to you should you wish to make a disclosure and seek advice and support. When you make a disclosure; wherever possible, ensure that you have a private space away from your abuser.

Women can disclose abuse to the National Domestic Abuse Helpline by calling 0808 2000 247. This is a freephone number and offers 24 hour support and advice. You can also access live chat from their website [www.nationaldahelpline.org.uk](http://www.nationaldahelpline.org.uk)

Specific advice and support for men by phone, email or webchat can be accessed from [www.mensadviceline.org.uk](http://www.mensadviceline.org.uk) or their freephone number 0808 8010 327.

If, as a student you are not at immediate risk of harm and wish to report a concern regarding domestic abuse and/or to access support from UCEM you can do so by calling 01184672400 or by emailing [safeguarding@ucem.ac.uk](mailto:safeguarding@ucem.ac.uk). If preferable you can communicate your concern to any member of UCEM staff or student representative and ask them to escalate the concern on your behalf. The Safeguarding team will acknowledge receipt of the concern within one working day. NB This is not an emergency service.

### 4. Support Available

#### 4.1.1 Victims and Survivors of Domestic Abuse

We recognise that whether or not you choose to report domestic abuse, you may wish to access additional support and information. If you are experiencing domestic abuse, support is available to you- both as a student of UCEM, and more generally.

Support is available from the services outlined in Section 3 of this document. In addition, the [NHS](#) (opens new window) details services which provide support for victims/survivors of domestic abuse, and includes information on specific services available for women, men, the LGBTQ+ community and victims of honour based abuse, forced marriage or female genital mutilation (FGM).

International students may benefit from sourcing support in their local area; students from Europe can find international helplines [here](#), and students from other areas of the world can contact [safeguarding@ucem.ac.uk](mailto:safeguarding@ucem.ac.uk) for helping sourcing support in their area.

UCEM's Safeguarding team can also help to guide students to access specific support relevant to their individual circumstances, as well as providing advice and guidance on support available to students internally at UCEM (such as applications for mitigating circumstances or study support). The Safeguarding team are also trained as Mental Health First Aiders, and can act as a listening ear. You can contact the Safeguarding team by emailing [safeguarding@ucem.ac.uk](mailto:safeguarding@ucem.ac.uk) or by calling 0118 4672400.

#### 4.1.2 Perpetrators of Domestic Abuse

UCEM recognises that perpetrators of domestic abuse may be inclined to access support to change their behaviour. The charity [Respect](#) (opens new window) provides support to perpetrators of abuse, and perpetrators may wish to contact them for support.

Students can also get in touch with UCEM's Safeguarding team by emailing [safeguarding@ucem.ac.uk](mailto:safeguarding@ucem.ac.uk). As outlined above, UCEM's Safeguarding team can also help to guide students to access specific support relevant to their individual circumstances, as well

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as providing advice and guidance on support available to students internally at UCEM (such as applications for mitigating circumstances or study support). The Safeguarding team are also trained as Mental Health First Aiders, and can act as a listening ear.

## 5. Confidentiality

All UCEM staff have a responsibility to report concerns about the welfare of a student to the Safeguarding team. Where a member of staff is notified of a concern of domestic abuse, this will always be forwarded to the Safeguarding team to assess the situation.

For more information on how UCEM manages confidentiality regarding safeguarding concerns, please review UCEM's Safeguarding Procedure.

UCEM acknowledges that students require privacy when discussing domestic abuse with UCEM staff. The Safeguarding team will endeavour, wherever possible, to offer students appointments in advance to discuss their concerns to ensure that the student and staff member can arrange a private space to talk.

### 5.1 Multi-Agency Working

To ensure that you receive the best and most appropriate support, it is often appropriate for UCEM to work with partners from relevant external organisations.

Wherever possible, your wishes around privacy will be respected and UCEM will not share information with any agencies without your consent. There are some exceptions to this, and on occasion UCEM may be required to make referrals on your behalf to statutory agencies without your consent- for more information, please view UCEM's Safeguarding Procedure.

There are many other organisations which offer support to victims/survivors and perpetrators of domestic abuse. These include organisations which offer support specific to domestic abuse, but also more general services (e.g., support with finances, housing). The Safeguarding team can discuss these options with students, and support students in accessing these services where appropriate, with their consent.

## 6. Related documents

[UCEM Code of Practice: Safeguarding and Prevent \(opens new window\)](#)

[UCEM Safeguarding Procedure \(opens new window\)](#)

[UCEM Prevent Procedure \(opens new window\)](#)

[UCEM Anti-Bullying and Harassment Procedure \(opens new window\)](#)

[UCEM Data Protection Policy \(opens new window\)](#)