Jennifer works has worked at the setting for the last two years. Your observations of her recently has changed, she has become less confident and outgoing.

Jennifer has recently got engaged.

You become aware of her colleagues whispering concerns about her and it comes to your attention that Jennifer may be at risk of abuse within her relationship – through third party information it is alleged that her fiancé has been in a previous relationship where domestic abuse is reported to have been prevalent.

- **What would you do immediately?**
- **Would you record the incident, and if so where?**
- **What actions would you take in the longer term?**
- **If you felt that you needed to take further advice who would you speak to?**

Speak with the colleagues discussing this – they have a duty to share information re colleagues.

Review the Cheshire East Domestic Abuse website this will give both local and national information and support numbers. Use these to inform discussion and support [www.cheshireeast.gov.uk/domesticabuse](http://www.cheshireeast.gov.uk/domesticabuse)

Contact the DAHUb yourself if you feel you need to discuss concerns - 0300 123 5101

Discuss with Jenny the concerns that have been raised.

In discussing with Jenny the concerns have a copy of support leaflets available – these can be shared.
Have a copy of the RIC this could guide and support your discussion around domestic abuse.

Jenny could contact the Police and request a Disclosure under Domestic Violence Disclosure Scheme - Clare’s Law – this would provide her with information to inform her decision to remain in the relationship.

Consider new DBS check and New Disqualification by Association disclosure to inform suitability to work.

Look at a support and safety plan re work.

Consider whether your responses and support would be different if this was a male member of staff?
Primary School

Jennifer works has worked at the school for the last two years. Your observation of her recently has changed, she has become less confident and outgoing.

Jennifer has recently got engaged.

You become aware of her colleagues whispering concerns about her and it comes to your attention that Jennifer may be at risk of abuse within her relationship – through third party information it is alleged that her fiancé has been in a previous relationship where domestic abuse is reported to have been prevalent.

- **What would you do immediately?**
- **Would you record the incident, and if so where?**
- **What actions would you take in the longer term?**
- **If you felt that you needed to take further advice who would you speak to?**

Speak with the colleagues discussing this – they have a duty to share information re colleagues.

Review the Cheshire East Domestic Abuse website this will give both local and national information and support numbers. Use these to inform discussion and support [www.cheshireeast.gov.uk/domesticabuse](http://www.cheshireeast.gov.uk/domesticabuse)

Contact the DAHUb yourself if you feel you need to discuss concerns - 0300 123 5101

Discuss with Jenny the concerns that have been raised.

In discussing with Jenny the concerns have a copy of support leaflets available – these can be shared.
Have a copy of the RIC this could guide and support your discussion around domestic abuse.

Jenny could contact the Police and request a Disclosure under Domestic Violence Disclosure Scheme - Clare’s Law – this would provide her with information to inform her decision to remain in the relationship.

Consider new DBS check and New Disqualification by Association disclosure to inform suitability to work.

Look at a support and safety plan re work

Consider new DBS check and New Disqualification by Association disclosure to inform suitability to work depending upon the age of the children that she works with.

Would your responses be different if this was a male member of staff?
James has worked at the school for the last two years. Your observation of him recently has changed, he has become less confident and outgoing.

James has recently got engaged.

You become aware of her colleagues whispering concerns about her and it comes to your attention that James may be at risk of abuse within his relationship – through third party information it is alleged that his fiancé has been in a previous relationship where domestic abuse is reported to have been prevalent.

- What would you do immediately?
- Would you record the incident, and if so where?
- What actions would you take in the longer term?
- If you felt that you needed to take further advice who would you speak to?

Speak with the colleagues discussing this – they have a duty to share information re colleagues.

Discuss with James the concerns that have been raised.

Review the Cheshire East Domestic Abuse website this will give both local and national information and support numbers. Use these to inform discussion and support www.cheshireeast.gov.uk/domesticabuse

Contact the DAHUb yourself if you feel you need to discuss concerns - 0300 123 5101

In discussing with James the concerns have a copy of support leaflets available – these can be shared.
Have a copy of the RIC this could guide and support your discussion around domestic abuse.

Jenny could contact the Police and request a Disclosure under Domestic Violence Disclosure Scheme - Clare’s Law– this would provide her with information to inform her decision to remain in the relationship.

Consider new DBS check.

Look at a support and safety plan re work.

Would your responses be different if this was a female member of staff?