ABSTRACT
This report presents an Employee Gender Based Violence Policy for adoption by the council.

1. RECOMMENDATION
The Committee adopt the Employee Gender Based Violence Policy as outlined in the Appendix attached to this report.

2. BACKGROUND
Tackling Violence Against Women is one of the Scottish Government’s high level gender equality objectives, as it perpetuates inequality between men and women, it can blight lives, restrict opportunities, and have significant costs for women experiencing it, their families, the community and the economy.

The Chief Executive’s Department Service Improvement Plan for 2011/12 and the Corporate Improvement Plan 2011/12 include a commitment to develop a Prevention of Violence Against Women Policy for employees.

3. EMPLOYEE GENDER BASED VIOLENCE POLICY
While gender based violence has a highly significant, disproportionate impact on women, men however, may also be the recipients of gender based violence.

As an employer, the council has a responsibility for the health, safety, wellbeing and dignity of all our employees.

Accordingly, this policy has been drafted to cover all forms of gender based violence, rather than as originally remitted as violence against women.

Adoption of the Employee Gender Based Violence Policy will co-incide with the annual ‘16 Days of Activism’, campaign to tackle gender based violence which runs up to 10 December 2011.

4. RISKS
This report does not require any specific risk issues to be addressed.

5. FINANCIAL IMPLICATIONS
There are no financial implications associated with the terms of this report.

6. HUMAN RIGHTS IMPLICATIONS
The Employee Gender Based Violence Policy is compatible with an individual’s rights under the European Convention of Human Rights.
7. **EQUALITIES IMPLICATIONS**

The issues dealt with in this report have been the subject of consideration from an equalities perspective. An *equalities impact assessment* has been undertaken.

8. **CONSULTATION**

The Employee Gender Based Violence Policy was drafted in consultation with the Corporate Equalities Group.

During the drafting of the policy equality groups were consulted, including the Angus Violence Against Women Partnership, and the council’s LGBT Employee Group.

The Director of Corporate Services, Head of Finance and Head of Law and Administration have been consulted on the terms of this report.

RICHARD STIFF  
CHIEF EXECUTIVE

HMR

**NOTE:** No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above Report.
EMPLOYEE GENDER BASED VIOLENCE POLICY

INTRODUCTION

Gender based violence is perhaps the most widespread and socially tolerated of human rights violations. It has no boundaries in terms of geography, wealth, race, religion, disability, age or sexual orientation.

Such violence can affect an employee’s performance at work, and although the workplace can be the only potential channel of escape from the violence, it can also be the place where the employee experiences the violence.*

As an employer, the council has a responsibility for the health, safety, wellbeing and dignity of our employees. By assisting and supporting those affected by gender based violence in their personal life, there is likely to be a positive effect on their attendance and performance at work.

While gender based violence does have a significant, disproportionate impact on women, this policy applies equally to all employees.

DEFINITION

Gender based violence is defined as violence involving men and women in which the woman is normally the victim. It is derived from unequal power relationships between men and women or between those of the same gender. It can include one or more of the following:

- Domestic abuse
- Rape and sexual assault
- Forced marriage
- Prostitution/sexual exploitation
- Female genital mutilation
- Honour-based violence
- Sex trafficking
- Harassment/stalking
- Death

Domestic abuse is the most common form of gender based violence. It normally occurs within the context of an intimate relationship, or former relationship, and can include:

- Physical violence
- Emotional/psychological abuse
- Withholding money
- Forced isolation
- Threat of outing someone due to their sexual orientation

Some employees may experience more than one form of violence, and some are inter-related, such as forced marriage and domestic abuse. There are some forms of violence listed above which employees are unlikely to experience. However, this policy takes cognisance of all forms of gender based violence.

It is also acknowledged that certain groups of employees may experience additional, specific issues, as outlined in Appendix 1.

* In 2010 the Equality & Human Rights Commission identified that 75% of domestic violence victims are targeted at work. A range of facts and statistics are listed in Appendix 2.
AIMS OF THE POLICY

Angus Council will not tolerate gender based violence in any form. The aim of this policy is to raise awareness of gender based violence throughout the organisation and more specifically to assist and support:

- Employees who seek help in tackling violence issues, providing reassurance that they will be dealt with sensitively, quickly and confidently.
- Managers in identifying and dealing with incidences where violence or its effects become apparent in the workplace, and enabling them to appropriately support their staff.
- Managers in identifying and dealing appropriately with employees who are alleged to be perpetrators of violence.
- Colleagues of those who are recipients of violence.

Through adoption and implementation of this policy, the council aims to increase a personal sense of safety and security for our employees, increase employee productivity and morale, and reduce the risk of violence.

THE LEGAL POSITION

This policy is underpinned by the following legislation:

**Human Rights Act (1998)**
Everyone has a right to life (Article 2), to be free from torture, cruel, inhuman or degrading treatment (Article 3), and a right to family and private life, which extends to physical and psychological integrity (Article 8).

**Health & Safety at Work Act (1974)**
Employers have a duty, as far as reasonably possible, to ensure the health, safety and welfare of employees at work. This includes the requirement for employers to assess the risk of violence to employees in the workplace, and make arrangements for their health and safety.

**Equality Act (2010)**
No-one is allowed to discriminate, harass or victimise people for reasons relating to protected characteristic ie sex, sexual orientation, race, disability, age, religion and belief, gender re-assignment, marriage and civil partnership, or pregnancy. This includes third party harassment in the workplace, and employers are required to have taken reasonable, practical steps to prevent harassment occurring on the grounds of one or more of the protected characteristics if they have been made aware of its occurrence on at least two previous occasions.

The Equality Duty in place under this legislation requires public authorities to prioritise action to address the most significant gender inequalities within their remit, and deliver the best gender equality outcomes. Violence against women is one of the most significant gender inequality issues requiring to be addressed.

IDENTIFYING GENDER BASED VIOLENCE

The council recognises that there is a range of signs which may indicate that an employee may be experiencing, or has experienced, violence, including:

**Physical**

- Visible bruising, possibly on more than one occasion, without any reasonable explanation
- A change in the way the person is dressed e.g. clothes for a different season which may be to hide injuries
- An increase in the amount of make-up used
Emotional/psychological

- Depression
- Anxiety
- Change in attitude, e.g. becoming tearful/aggressive/frightened
- Eating disorders
- Sleeping disorders
- Substance/alcohol misuse
- Self-harm
- Low self-esteem
- Lack of confidence
- Exhaustion
- Secrecy about home life
- Seldom, if ever, able to attend social events with colleagues
- Fears expressed about leaving children at home with their partner

Behavioural

- Conduct out of character with the person’s work history
- Poor work performance - productivity and concentration falls
- Change in working patterns, e.g. frequently late, or leaving early. It has been identified that 56% of abused women arrive late for work at least five times per month, and 28% leave early at least 5 days per month
- Significant increase in the number of personal phone calls, and strong reaction to those calls
- Frequent self-certified absences and/or frequent hospital visits - 53% of abused women miss at least 3 days of work a month

RECOGNISING THE BARRIERS

The council recognises that although gender based violence is widespread, it often occurs in a private setting, hidden from the workplace with repeat victimisation common – no other type of crime has such a high rate of repeat victimisation. The covert nature of violence and the effect it has on individuals can act as barriers to disclosure. Reasons for not wanting to disclose can include:

- A perception of shame or stigma attached to violence, and a feeling that they may be blamed for it.
- A feeling that asking for help could change how managers and colleagues treat/view them, for example that they are incompetent, or that it may prejudice their career advancement.
- A fear of outing themselves in an environment they perceive to be unsupportive or homophobic for an employee who is lesbian, gay or bisexual and who has not disclosed this.
- A fear of being seen as weak, or for some males, ‘unmanly’.
- A fear of being ostracised by their communities or being accused of bringing dishonour to their families may be felt by some ethnic minority employees.

Depending on their circumstances, some employees affected by violence may refuse support or only take up partial support. This is particularly concerning in situations where the employee has begun to accept assistance, and then decides to return to an abusive situation, or tries to minimise what is happening to them. The decision not to seek help will be respected, but managers will be expected to provide reassurance that their safety is of primary importance, and that support will be available in future if they change their mind.

PROVIDING SUPPORT

The council expects managers to be as supportive as possible in situations where gender based violence issues have been disclosed. However, the council also expects that employees experiencing violence also have a clear understanding of what is expected of them in respect of their attendance and performance.

When dealing with work performance issues, appraisals, or implementing the council’s sickness absence policy, managers will take into account how the stress on an employee in abusive circumstances may impact on their performance/attendance at work. Managers will consider ways in which to support the employee if performance is affected.
An employee may wish to discuss the situation with regard to the impact the gender based violence may be having on their work, however it is recognised that revealing such personal details to a line manager can be difficult or embarrassing and the employee may therefore choose to discuss the situation initially with someone else, such as a colleague or a different manager.

All disclosures of violence will be treated confidentially, except in situations where others, including children, could be at risk.

Support which may be offered to an employee can include:

**Seeking Help/Counselling**
Employees will be encouraged to contact one of the services/bodies listed in Appendix 3, but it is recognised that it is their choice to do so. Paid time off to attend an external support agency will be considered on an individual basis.

**Paid Leave**
Up to one day’s paid leave can be granted in an emergency situation where an employee needs to urgently seek a safe place of refuge. Any further paid time off is at the discretion of their Chief Officer, subject to the agreement of the employee regarding disclosing this information.

**Time Off to Attend Solicitor etc**
If an employee needs to attend an appointment with a solicitor or other agency relevant to their circumstances, the department can agree to waive the core times of the flexi-time system, grant unpaid leave, or allow the employee to work back time.

**Mobile Phone/Alarm**
A mobile phone or personal alarm will be provided if necessary, especially for those in lone working circumstances.

**Pay**
Favourable consideration will be given to requests for an advance of pay in circumstances of financial hardship resulting from gender based violence.

**Flexible Working**
Favourable consideration will be given to requests for:

- A temporary change of work location.
- A temporary change to working arrangements.
- Work schedule adjustments.

**Safety in the Workplace**
Special consideration will be given to employee safety in the workplace.

If an employee is, or may be subjected to harassment from the perpetrator at the workplace, via telephone, e-mail, or unannounced arrival at the workplace, reasonable steps to protect the employee's health and safety will be taken with the agreement of the employee. For example:

- Identifying a work colleague for support and an emergency contact should the department be unable to contact the employee.
- Advising other colleagues of the situation on a need-to-know basis, and agreeing what action is needed if the perpetrator contacts the office.
- Diverting phone calls
- Diverting emails to a separate folder
- Reminding staff never to divulge personal information, such as home address, hours of work etc to anyone, including family members.
- Reviewing next-of-kin information to ensure the perpetrator is replaced, if applicable.
- Allowing the employee to use an assumed name at work, and use that chosen name.
- Where practical, moving the employee out of public view i.e. they are not visible from reception areas or ground floor windows.
- Where practical, ensuring the employee does not work in an isolated area.
• Alerting reception staff if the perpetrator is known to come to the workplace, including issuing them with a photograph/description and car registration details, if appropriate.
• Ensuring reception staff know to call the police in the event of aggressive/threatening or violent behaviour.
• Checking the employee has arrangements in place for safely getting to and from home.

An employee who wishes to access the above support should raise this in the first instance with their line manager, or Personnel Adviser.

IMPACT ON COLLEAGUES

The council recognises that there could be a significant impact on the work of colleagues of those experiencing violence. This includes:

• Covering for absent colleagues
• Being distracted from their own work
• Trying to protect a colleague from unwanted phone calls or visits
• Feeling helpless about how best to intervene
• Fearing for their own safety
• Vicarious trauma – colleague’s own emotions are triggered relating to their own experience of past abuse.

Accordingly, managers will consider the potential impact on others in the workplace in addition to the individual experiencing abuse.

IMPACT ON CHILDREN

When considering gender based violence circumstances, such as domestic abuse or honour crimes, the council recognises that managers should be aware of the impact on employees’ children. This can influence any action the employee takes, for example some women experiencing domestic abuse may leave their home because of their concern for the well-being of their children.

However, others may choose to stay in a violent relationship for reasons of financial security for their children, or because a male perpetrator has threatened them with the removal of their children, including threats of reporting them to social work.

UNACCEPTABLE CONDUCT

(i) Perpetrators
The council acknowledges that the number of employees who are perpetrators of gender based violence is likely to be relatively low.

However, the council regards such behaviour as unacceptable conduct and will consider disciplinary action where such behaviour exists, whether it be within or outwith the workplace, irrespective of whether or not it leads to criminal charges.

Examples of other unacceptable behaviour include: jokes, discussions and graphics that condone violent or abusive behaviour; and the use of workplace resources, such as telephone, fax, or e-mail, to threaten, harass or abuse.

In considering disciplinary action, recognition will be given to any consequential affect on the safety and well-being of the recipient of the violence.

(ii) Collusion
Any employee found to be colluding with a perpetrator's abusive behaviour, for example, by assisting them to misuse work resources, will also be liable to disciplinary action.

(iii) Malicious Allegations
An employee found to have made a malicious allegation against another employee, will be subject to disciplinary action.
RAISING AWARENESS/TRAINING

The council will promote this policy and ensure that guidance and assistance is available to managers and employees in the application of this policy.

MONITORING AND REVIEW

The operation and implementation of this policy will be periodically monitored and reviewed.
SPECIFIC CATEGORIES

It is helpful to be aware of, and take account of, the different needs and experiences that there may be for specific groups:

Ethnic minorities

Ethnic minority women are not one homogenous group and can be faced with very different experiences and barriers. Some can experience forms of violence unique to their community such as forced marriage, genital mutilation and crimes in the name of honour. In some communities, violence can be perpetrated by extended families.

If a woman’s first language is not English, it may be harder to understand the systems of support available. If she has an insecure immigration status, for example coming to the country on a spouse’s visa, this could provide an opportunity for her partner to have greater control over her: if she was to leave an abusive husband within 12 months of her arrival, she has no recourse to public funds and so cannot claim benefits. As a result, many women feel they have no option but to be dependant on their spouse or partner and remain with them.

Gypsy Travellers

Statistics show that significant numbers of Gypsy Traveller women have experienced domestic abuse. Cultural expectation can make it difficult for domestic abuse to be challenged. This can include expectations that marriage is for life, and women who leave marriage may be ostracised. A Gypsy Traveller woman leaving because of domestic abuse not only loses her home and partner, but also her community, her culture and way of life.

Pregnancy

Domestic violence often starts and/or escalates during pregnancy. Abuse during pregnancy significantly increases the risk of poor maternal and infant health outcomes.

Disabilities

Women with disabilities are twice as likely to experience violence as non-disabled women, and are likely to experience it over a longer period of time. Women with mental health conditions and learning disabilities are particularly vulnerable to sexual violence, but are the least likely to see the perpetrator brought to justice.

Women with disabilities generally can be more physically vulnerable than non-disabled women and are less likely to remove themselves from the situation. Additional barriers, such as lack of access to public transport or buildings can make it extremely difficult for those experiencing abuse to access support services.

Age

Older women are less likely than any other age group to report their experiences of violence. Injuries and distress can be seen to be age related rather than the outcome of violence, and can mean that other people are less likely to query them.

Older women may also be carers of an abusive partner, and/or adult disabled children. They may lack separate pension provision, which affects their economic position. Opportunities to stay with family and relatives can be limited.

They are more likely to be subjected to financial abuse than most other categories.

Sexual orientation

Those who are in same sex relationships may be particularly vulnerable to abusers who undermine their sexuality and threaten to ‘out’ them to family members, colleagues and employers.

There can be additional barriers to seeking help and support through fear of hostility or homophobia from agencies.
Transgender

Transgender people are those who find their gender identity does not correspond with the sex they were assigned at birth. Many are subjected to transphobia, and insecurity resulting from being subjected to violence can cause many transgender people to become isolated and avoid contact with others. It can also make it less likely for some to feel able to access support.

Experiencing violent or abusive behaviour can make it difficult for maintaining progress on their transition, if not fully established, which can have a seriously negative impact on their mental health and wellbeing.
FACTS AND STATISTICS

The following facts and statistics relate to gender based violence and provide the context for this gender based violence policy. Unless otherwise stated, the statistics are collated on behalf of, the White Ribbon Campaign: Men Working to End Violence Against Women (2011), the Equality and Human Rights Commission and The Scottish Parliament.

Scotland

Domestic Violence

A domestic violence incident is recorded every ten minutes in Scotland, with 51,926 reported in 2009-10.

Female recipients of this type of abuse perpetrated by men account for 82% of that number (2009/10). This percentage has gradually decreased from 91% in 2001. This is further illustrated in the following table of domestic incidents recorded by the police in Scotland during April-December 1999 which gives a breakdown by gender between victim and perpetrator:

<table>
<thead>
<tr>
<th></th>
<th>Female victim</th>
<th>Male victim</th>
<th>Female perpetrator</th>
<th>Male perpetrator</th>
<th>Not recorded</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>23,724</td>
<td>88</td>
<td>114</td>
<td>1,787</td>
<td>181</td>
<td>25,894</td>
</tr>
<tr>
<td>Male</td>
<td>91.6</td>
<td>0.3</td>
<td>0.4</td>
<td>6.9</td>
<td>0.7</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Scottish Executive Statistical Bulletin, Criminal Justice Series CrJ/2000/5

The reported number of male recipients of violence has increased over a ten year period (from 7.3% in 1999 to 15% in 2009-10). According to Men’s Advice Line and Enquiries (MALE), many abused men stay silent about their experiences due to the social stigma of being perceived as weak.

Although men do experience domestic violence, the type of abuse differs in that women are much more likely to experience repeated incidents over time, have more serious injuries, and experience more psychological and sexual violence.

Domestic violence also has a significant impact on children: it is estimated that on average 30% of children on Child Protection Registers in Scotland have been affected by domestic violence.

Further statistics on domestic violence in Angus are available through visiting the Scottish Government's website at [http://www.scotland.gov.uk/Publications/2010/11/11095346/0](http://www.scotland.gov.uk/Publications/2010/11/11095346/0) for the local authority area (Table 15).

Rape

In 2007, 26% of Scots surveyed thought that a woman was partially responsible for being raped if she wore revealing clothing.

The Scottish conviction rate for rape is at an all time low at 3.7%.

Commercial Exploitation

Although an issue in certain parts of Scotland, in Angus, on-street prostitution does not appear to be a significant problem, but increasing numbers of women are registering to join on line pornography sites. Angus women are also travelling to other areas of Scotland to work on the streets (National Women's Support Project).

LGBT

‘Voices Unheard’ LGBT young people’s domestic abuse research (2010) found that 52% of respondents had experienced some form of abusive behaviour from their partner or ex-partner, and 26% of those had experienced physical violence.

Over 30% of those experiencing LGBT abuse had deliberately tried to hurt themselves as a result, and 20% had tried to kill themselves.
Of transgender respondents, half said that a partner or ex-partner had made them feel insecure about their gender identity. Eighty per cent experienced some form of domestic abuse from a partner or ex-partner, which ranged from antagonising them by calling them by their birth name, to physical/sexual abuse.

**UK**

**Domestic Violence**

Nearly one in four women experience domestic violence in their lifetime.

20% of young men and 10% of young women think that abuse or violence against women is acceptable.

There are an estimated 500,000 incidents of domestic violence every year across Britain, but only 7,000 criminal prosecutions.

40% of homeless women state that domestic violence was the reason for becoming homeless.

Domestic violence against adults affects a great number of children both directly and indirectly, as both victims and witnesses to the violence. Adult men who are violent to their partners are also likely to be violent to their children (estimated at 30 to 66 per cent). This does not apply to women who are perpetrators of violence.

Repeat victimisation is common. No other type of crime has a rate of repeat victimisation as high.

**Rape**

Women’s greatest fear of crime is rape and sexual assault.

80,000 people experience rape each year, however, it is estimated that between 75% - 95% of rapes are never reported to the police. Only 6% of rapes reported to the police lead to the rapist being caught and convicted.

**Commercial exploitation**

80,000 women work in ‘on-street’ prostitution in the UK. The average age for females being involved in prostitution in the UK is 12 years old.

81% of women working as prostitutes in flats, parlours and saunas are migrants.

74% of women cite poverty or the need to pay household expenses and support their children as a primary motivator for entering prostitution.

**Honour crimes and forced marriage**

Up to 17,000 women in Britain are subjected to ‘honour’ related violence. An estimated 1,000 British Asian girls are forced into marriage each year. The Forced Marriage Unit deals with approximately 250 forced marriage cases each year – approximately 85% of these are female.

**Female Genital Mutilation (FGM)**

It is estimated that 66,000 women in the UK have been subjected to female genital mutilation, and a further 33,000 girls and young women in the UK are at risk of FGM.

In countries where female genital mutilation is prevalent, the most common age for the procedure is between 6 and 8 years old.

Women who have undergone FGM are twice as likely to die during childbirth and are more likely to give birth to a stillborn child than other women.

**Death**

Women experiencing violence from their partners are most at risk of severe injury or homicide at the point of separation or after leaving a violent partner for weeks or even months after leaving.

Two women each week are murdered by their partners or ex-partners.
The Cost of Gender Based Violence in the UK

Cost to the individual
Gender based violence can lead to a loss of independence, home and income. Research shows that women who experience domestic violence are up to 15 times more likely to misuse alcohol, and nine times more likely to misuse other drugs than women generally.

There may be a physical and/or psychological impact on those experiencing violence, which can include depression, feelings of hopelessness, self-harm, and actual or attempted suicide.

The financial cost to individuals is estimated to be over £17 billion a year including the pain and suffering caused by domestic abuse.

Cost to society due to domestic abuse

- Criminal justice. The costs are estimated to be more than £1 billion a year, which includes prosecution, courts, prison, probation etc.

- Health. The majority of costs to the NHS (£1.2 billion a year) come from treating physical injuries. Domestic abuse is also estimated to cost £176 million for mental health services.

- Social work. The annual cost is more than £250 million, which is overwhelmingly for children rather than adults.

- Housing. The estimate of more than £160 million includes expenditure on emergency housing, housing benefit etc.

- Economic output. The loss of output counts for approximately £2.7 billion a year: half to employers in paying sick pay, and half to the individual in lost wages.
LIST OF CONTACTS

The Angus Violence Against Women Partnership can be found at: www.avawp.org.uk

ANGUS COUNCIL

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Contact Details</th>
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<tbody>
<tr>
<td>Care First free 24hr counselling service</td>
<td>0800 174319</td>
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<tr>
<td>Council Chaplain</td>
<td><a href="mailto:chaplain@angus.gov.uk">chaplain@angus.gov.uk</a></td>
</tr>
<tr>
<td>Social Work</td>
<td>01382 432270 (after 5pm)*</td>
</tr>
<tr>
<td>Angus Council Housing</td>
<td>01241 431922 (after 5pm)*</td>
</tr>
<tr>
<td>Harassment Network Co-ordinator</td>
<td>01307 476058</td>
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*To access council services during 8am – 6pm, contact the ACCESSLine on: 08452 777 778

ANGUS AND TAYSIDE SPECIALIST VIOLENCE SERVICES

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Helpline</th>
<th>Office</th>
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<tbody>
<tr>
<td>Barnardo's Domestic Abuse Team</td>
<td>01241 435747</td>
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<tr>
<td>Police Domestic Abuse Officer</td>
<td></td>
<td>01241 435742 (Monday-Friday)</td>
</tr>
<tr>
<td>Tayside Police - Domestic Abuse Unit</td>
<td>01382 591912</td>
<td>01382 591912</td>
</tr>
<tr>
<td>Information and advice for all victims of domestic abuse. Can also provide information and advice regarding other forms of gender-based violence (particularly, sexual violence and harmful traditional practices).</td>
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<tr>
<td>Angus Victim Support</td>
<td>0845 3030900</td>
<td>01241 870096</td>
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<tr>
<td>Information and support for all victims of all forms of gender-based violence.</td>
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<tr>
<td>Angus Women's Aid</td>
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<td>01241 439457</td>
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<tr>
<td>Support, information and accommodation for women, children and young people affected by gender-based violence.</td>
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<tr>
<td>Women's Rape and Sexual Abuse Centre</td>
<td>01382 201291</td>
<td>01382 205556</td>
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<tr>
<td>Outreach support and information for women and young women affected by sexual violence and commercial sexual exploitation.</td>
<td></td>
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<tr>
<td>Action for Children - Women and Family Safety Workers</td>
<td>01382 455709</td>
<td>01382 455709</td>
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<tr>
<td>Information and safety planning for women whose partners are attending the court mandated domestic abuse perpetrator programme.</td>
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<tr>
<td>Vice Versa Project</td>
<td>01382 201291</td>
<td>01382 205556</td>
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<tr>
<td>Information and support for women involved in prostitution.</td>
<td></td>
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<tr>
<td>AMINA – Muslim Women’s Helpline</td>
<td>0808 801 0301</td>
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AMINA – Muslim Women’s Helpline 0808 801 0301
### NATIONAL SPECIALIST VIOLENCE SERVICES

<table>
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<tr>
<th>Organisation</th>
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<tr>
<td>Shakti Women's Aid</td>
<td>0131 475 2399</td>
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<tr>
<td>Information and support for women, children and</td>
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<td>young people from BME communities who are</td>
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<td>affected by domestic abuse or harmful traditional</td>
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<td>practices.</td>
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<tr>
<td>Hemat Gryffe Women’s Aid</td>
<td>0141 353 0859</td>
<td>0141 353 0859</td>
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<tr>
<td>Information and support for women, children and</td>
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<td>practices.</td>
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<tr>
<td>24hr National Domestic Abuse Helpline</td>
<td>0800 027 1234</td>
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<tr>
<td>National Rape Crisis Helpline</td>
<td>0808 801 03 02</td>
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<tr>
<td>Men's Helpline (MALE)</td>
<td>0808 801 0327</td>
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<tr>
<td>National helpline for male victims of domestic</td>
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</tr>
<tr>
<td>abuse.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AMIS</td>
<td>01383 624411 (7-10pm every night)</td>
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</tr>
<tr>
<td>Helpline for abused men in Scotland.</td>
<td></td>
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</tr>
<tr>
<td>Broken Rainbow LGBT Helpline</td>
<td>0300 999 (5428)</td>
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<tr>
<td>Domestic Violence Affects Men Too – Talk it Over</td>
<td>0808 801 0327</td>
<td></td>
</tr>
<tr>
<td>Kingdom Abuse Survivors Project (KASP)</td>
<td>01592 644217</td>
<td>01592 644217</td>
</tr>
<tr>
<td>Outreach support for men and women who are</td>
<td></td>
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</tr>
<tr>
<td>survivors of childhood sexual abuse. Based in Fife.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fife Rape and Sexual Assault Centre</td>
<td>01592 642336</td>
<td>01592 642336</td>
</tr>
<tr>
<td>Outreach support for men and women who have</td>
<td></td>
<td></td>
</tr>
<tr>
<td>experienced current / recent rape and sexual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>assault. Based in Fife.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respect Phone line</td>
<td>0845 122 8609</td>
<td></td>
</tr>
<tr>
<td>Helpline for male perpetrators of domestic abuse.</td>
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</table>

### OTHER TAYSIDE ORGANISATIONS WITH RELATED SERVICES

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Helpline</th>
<th>Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age Concern</td>
<td>0845 125 9732</td>
<td>01382 305710</td>
</tr>
<tr>
<td>Body Positive Tayside</td>
<td></td>
<td></td>
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<tr>
<td>Caledonia Youth</td>
<td>01382 229613</td>
<td>01382 229613</td>
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<tr>
<td>Couple Counselling Tayside</td>
<td>01382 640340</td>
<td>01382 640123</td>
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<tr>
<td>Family Mediation Tayside</td>
<td>01382 201343</td>
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<tr>
<td>One Parent Families Scotland</td>
<td>01382 501972</td>
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<tr>
<td>Parent to Parent Tayside</td>
<td>01382 455200</td>
<td>01382 455200</td>
</tr>
<tr>
<td>Scottish Drugs Forum – Tayside</td>
<td>01382 305752</td>
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</tr>
<tr>
<td>Shelter Housing Aid Centre</td>
<td>0808 800 4444</td>
<td>01382 225544</td>
</tr>
<tr>
<td>SSAFA Forces Help (Angus and Perth &amp; Kinross</td>
<td></td>
<td>01738 623214</td>
</tr>
<tr>
<td>branch)</td>
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## OTHER TAYSIDE ORGANISATIONS WITH RELATED SERVICES (CONT'D)

<table>
<thead>
<tr>
<th>Organisation</th>
<th>Helpline</th>
<th>Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tayside Alcohol Problem Service</td>
<td>01674 830 361</td>
<td>x225</td>
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<tr>
<td>Tayside Association for the Deaf</td>
<td>01382 221124</td>
<td></td>
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<tr>
<td>Tayside Council on Alcohol</td>
<td>01382 456012</td>
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<tr>
<td>Victim Information and Advice</td>
<td>01382 341180</td>
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<tr>
<td>Web Project, The</td>
<td>01382 458128</td>
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</tbody>
</table>