

Response from	Comment	Proposed amends (if required)
<p>Disabled Workers and Carer Network (DWCN)</p>	<p>People with disabilities are more likely to suffer from domestic violence (this was mentioned at the Unison conference). They often do not know who to turn to and may need additional support i.e. signers, anxiety, accessible place of safety etc.</p> <p>Email contact address out of date. (Previously known as Disabled Workers Forum)</p>	<p>Comment noted</p> <p>Amended to: dwcn@medway.gov.uk</p>
<p>LGBTQI Staff Group</p>	<p>Update email address</p>	<p>Amended to: lgbtqi.workersforum@medway.gov.uk</p>
<p>Association of School and College Leaders (ASCL) Trade Union</p>	<p>Cover sheet to be reviewed:- Please add further information re name of Council/School, version/review etc Consulted on with recognised trade unions [date] Adopted by Council/School following consultation process on [date]</p>	<p>All policies are published on the intranet and have corporate branding. Any change would require new template cover sheet.</p>

<p>ASCL</p>	<p>Section 1.4 Add the word '<i>may</i>' when referring to reducing an employee's ability as not a certainty</p>	<p>Agree.</p>
<p>ASCL</p>	<p>Section 1.5 Would like the removal of this paragraph as the policy should be supportive to the employee not highlight the negative impact it may have on the employer.</p>	<p>Recommend no change as important to stress negative impact as this emphasises the cost of doing nothing as an employer.</p>
<p>ASCL</p>	<p>Section 1.6 If facts and figures are to be quoted these should e up to date</p>	<p>Some statistics appear out of date but are nationally accredited. As new statistics become available these could be added to ensure the policy is up to date and relevant.</p>
<p>ASCL</p>	<p>Section 2.0 Please also add here that an equality impact assessment of this policy will be undertaken to ensure that no groups or individuals with protected characteristics are unintentionally disadvantaged by the policy or practice</p>	<p>Agree. Diversity Impact Assessment completed and included at Appendix 2</p>

<p>ASCL</p>	<p>Section 5.1 Bullet Reference to the words “remain productive” As previous comment, the focus should be the employee not the employer</p>	<p>Comment noted – no change to policy wording recommended</p>
<p>ASCL</p>	<p>Section 7.1 Bullet 5 regarding training How quickly do you intend to roll this out and what is the timeframe for ensuring all line managers have undergone this? Also, what arrangements will there be for ongoing training/awareness?</p>	<p>ASCL to be advised that workshops via TEAMS commenced in October 2019 and will continue throughout this financial year. Each year the Council reviews its training priorities however domestic abuse training is mandatory and there are currently no plans to discontinue the training.</p>
<p>ASCL</p>	<p>SECTION 9.3 & 11.2 9.3 states to contact the Duty Officer whilst 11.2 to contact LADO. Please clarify procedure</p>	<p>Note comment – Procedure is laid out in 11.2</p>
<p>ASCL</p>	<p>Section 12</p>	

	<p>resulting in criminal offences - are <i>not</i> grounds for dismissal unless they affect employees' ability to do their job. They must amount to 'some other substantial reason' justifying dismissal.</p>	<p>Note – however the disciplinary policy clearly states that the Council will treat any criminal convictions related to domestic abuse as misconduct/gross misconduct and employees and under the disciplinary policy any investigation may ultimately lead to dismissal.</p>
<p>ASCL</p>	<p>General Comments:</p> <p>Ensure gender neutrality in wording throughout</p> <p>Refer and sign post to other policies such as whistle blowing (section 9.3) and flexible working policy (section 10)</p>	<p>Agreed and amendments will be made</p>