

# Appendix

## Our Principles

- We will start with you and what's right for you.
- There are a range of support services available and ways in which we can build safety with you. There will always be a person available to talk to you and help.
- If you have children, we will work with you to support you, to help you care for your children and keep them safe.
- It's your home and we want you to be able to stay in your home, which means if you want the person who is hurting, scaring or controlling you to be told to leave and not return, we will take action so that you can be safe.
- If staying in your home isn't be right for you, or you need a safe home to go to, we will do everything we can to help you to make that happen. Your physical and psychological safety are important to us.
- In every corner of our city, we will work to eliminate sexual violence and abuse, and we will support survivors to feel safe, to recover, and to thrive.
- Domestic Abuse and Sexual Violence are everybody's business – we all have a role to play in making sure Bristol is a zero-tolerance city where domestic abuse and sexual violence are not tolerated, and victims and survivors are supported.

## Recommendations from the Mayoral Commission on Domestic abuse

### We will start with you and what's right for you

1. Bristol City Council, partners and support services to develop and promote diverse support pathways that show the range of services available, and that ensure that whoever and wherever survivors are, they will be listened to, believed, and supported in Bristol.
2. Bristol City Council, partners and support services to work with individuals and communities across Bristol to overcome barriers and ensure victims and survivors of all backgrounds and identities can access support that is right for them.
3. Develop and strengthen interventions and support services that are community-based and help provide effective training and support pathways across the city's diverse communities.
4. When supporting survivors of domestic and sexual abuse through recovery, partners and support services should respect individual needs and support choices in how best to build safety for them, their family, and those around them.

### If you have children, we will work with you to support you

5. Bristol City Council, schools, partners and support services to ensure that wherever those experiencing abuse seek help, we will work with them and their children to support their choices and help keep their family safe.
6. Ensure children have a meaningful voice in Bristol's response to domestic abuse and sexual violence, including helping design services that ensure the needs of children who are experiencing or witnessing domestic and sexual abuse are met.
7. Ensure that children affected by domestic abuse can access dedicated support from services that can be accessed by anybody in the city (wherever they are, whatever their background or identity). We will

work to ensure that these services are able to build strong and supportive relationships with survivors and their family to help children recover over time.

8. Continue work to ensure nobody grows up in Bristol with Adverse Childhood Experiences, and to promote opportunities to help people recover from trauma, whenever they may occur during their lifetime.

**It is your home... if you want the person who is hurting, scaring or controlling you to be told to leave and not return, we will take action**

9. Ensure that staff across the housing sector are trained to help people who are experiencing domestic abuse, or who have survived abuse in the past. This includes helping staff across the sector learn how to recognise abuse, how to support residents in reaching out for help that meets their needs, and how to work confidently across different cultural contexts in Bristol.
10. Bristol City Council Housing and Landlord Services and our social work teams to have a specialist domestic abuse support worker within the team.
11. Bristol City Council, police and services to develop clear pathways to help everyone involved understand the processes that will be put in place if a perpetrator is removed from the home. This includes being clear about what services are informed when allegations of abuse have been investigated (even if this results in no further action being taken by the police) and helping survivors and their families connect to appropriate support services.

**If staying in your home isn't right for you, or you need a safe home to go to, we will do everything we can to make that happen.**

12. Bristol City Council to conduct a needs analysis for housing and accommodation needs for survivors from diverse groups to help support services meet the needs of people from different communities across the city.
13. Explore new ways of working to provide very short-term accommodation for survivors within local communities (such as through community places of safety which can provide homes in the community which complement traditional refuges).

**There are a range of support services available... There will always be a person available to talk to you and help.**

14. Support and develop services and train staff so that we offer many different opportunities for people to tell someone about their experiences who can help.
15. Develop recovery pathways within and between services that avoid the need for survivors to have to explain their experiences multiple times.
16. Commit to the principle of co-located services and better information-sharing facilities, to help make it easier for people to share their experiences, and to help signpost survivors to the most appropriate support services for them and their family.
17. Continue to support programmes such as [IRIS](#) who help train staff in GP practices to be aware of domestic abuse, and make sure all GP practices in the city have a consistent approach to referring people experiencing abuse to further support.
18. Improve information-sharing and record-keeping both within different parts of the health service, and with other agencies and services.

19. Ensure health and care services work confidently and with cultural sensitivity, recognising the barriers that different people may have in disclosing abuse, and different ways abuse may manifest across different communities in the city.

### In every corner of our city, we will work to eliminate sexual violence and abuse

20. Maintain [a clear pathway](#) for victims, survivors, and anyone who is at risk of sexual violence and abuse. This includes information about trauma recovery services, offers different opportunities for victims and survivors to access support in a way that works for them, and provides support for those who experience multiple risks that increase vulnerability (such as homelessness, substance misuse, or mental health conditions).
21. Ensure training is available for employers to help organisations respond appropriately to disclosures of sexual abuse and violence in the workplace. This includes supporting employers to develop sexual violence and abuse policies that help safeguard staff and help victim-survivors to recover and thrive.
22. Work through [Thrive Bristol](#) to improve access to mental health support for victim-survivors.

### Domestic Abuse and Sexual Violence are everybody's business

23. As a city, ensure that tackling domestic abuse is everyone's business and commit collectively to challenging abusive behaviour and supporting survivors across the whole city to find help that meets their needs.
24. Strengthen our city-wide commitment to education about healthy relationships in schools.
25. Work across the whole city to spread the message of zero tolerance, promote healthy gender norms, and help people in every community to take action if they experience domestic abuse and sexual violence and to challenge abusive behaviour wherever they encounter it.
26. Design campaigns to raise awareness about domestic abuse that are inclusive and relevant for diverse communities across Bristol (particularly BAME residents, older residents, LGBT+ residents and disabled residents).
27. Services and partners to build relationships with local media outlets to encourage positive narratives around disclosure and support.
28. Support training in a wide variety of business to help staff spot the signs of domestic abuse and know where they can point people to receive support.
29. Work across all sectors to help businesses develop domestic abuse policies that promote safe and effective disclosure, signpost to specialist support, and provide clear pathways and procedures for survivors and perpetrators.
30. Encourage individuals within workplace to become Domestic Abuse Awareness Champions, who can help survivors disclose their experiences and find support.
31. Develop a local kitemark that employers can sign up to that demonstrates their commitment and action towards ending domestic abuse and supporting survivors.
32. Work proactively with businesses and with the Bristol@Night board to provide training opportunities for staff and help promote awareness of – and prevent – domestic and sexual abuse in the night-time economy.
33. Encourage lawyers and legal firms in the city to promote opportunities to volunteer to increase the legal representation available in the city for survivors of domestic abuse.

## Changing behaviour

34. Partners and services to continue to support specific work that focusses on programmes that support and challenge people who hurt and harm others in their home and develop a strategic plan to support focussed work across a number of settings: informal, formal, commissioned and within the criminal justice system. This work should align with our aspiration for Bristol to be an Adverse Childhood Experience-aware city.
35. Collectively examine ways our housing system can provide accommodation for people that have harmed others through domestic abuse, to allow families time to work on safety plans without additional pressures such as homelessness influencing their decision-making.

