



Designated Non-Executive Director Report:
Domestic Violence & Sexual Abuse

<u>For Decision</u> Requires majority decision prior to implementation or action.	<u>For Discussion</u> Requires consideration and debate.	<u>For Noting</u> Contains information Members should be made aware.
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Period: 26th March – 27th May 2026

Engagements

Met with Jason Caldwell, Assistant Director for Safeguarding & Family Support, and Steven McNeill, Child Sexual Exploitation Senior Social Work Practitioner, to discuss the Domestic Violence & Sexual Abuse (DVSA) presentation for the forthcoming Trust Board Development Day. Discussions included emerging data relating to the potential prevalence of staff who may be experiencing, or perpetrating, DVSA; the Trust's legislative and employer responsibilities; development of the DA Champions recruitment and training programme; and current safeguarding training uptake across the organisation.

Attended Homicide Timeline Training facilitated by PSNI and delivered by Professor Jane Monckton Smith, focusing on patterns of coercive control, risk escalation, and opportunities for early intervention and prevention.

Concerns Raised

Anything you were concerned about, challenged, asked for clarification, suggested an alternative

Data presented through the proposed DVSA Board Development Day presentation indicates that a statistically significant number of Trust staff may be affected by domestic violence and sexual abuse, either as victims/survivors or perpetrators. Consideration was given to the potential implications for workforce wellbeing, safeguarding responsibilities, and organisational risk.

Discussion also highlighted the potential for incidents of DVSA to occur between staff members where relationships have originated within the workplace environment. This reinforces the importance of robust safeguarding arrangements, staff support mechanisms, awareness training, and clear reporting and intervention pathways.

Escalation to Board

List anything you believe the Board should be aware of; exposed risk, reputational damage, media interest should issue become public, risk of litigation, potential for SPPG to record on Support and Intervention Framework, change in recording of the risk.

The Trust Board Development Day (date to be confirmed) will provide an opportunity for the Board to consider the organisational implications of DVSA, including safeguarding

responsibilities, staff welfare, reputational risk, and the adequacy of existing support and intervention frameworks.

Consideration may also be required regarding future recording and oversight arrangements within the Trust's Support and Intervention Framework to ensure emerging risks are appropriately identified, monitored and managed.

Lead: Sheryl Henderson, Non-Executive Director

Date 20 May 2026