

THE MINISTRY OF PARENTING (A Community Interest Company)
Promoting Creativity in Parenting Support

The Ministry of Parenting (CIC)
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Domestic Violence Policy

Introduction

The Ministry of Parenting (CIC) seeks to provide an environment free from violence or threats of violence against individuals, groups, or employees, or threats against company property – including partner violence that may occur on company property.

This policy requires that all individuals on company premises or while representing the company conduct themselves in a professional manner consistent with good business practices and in absolute conformity with non-violence principles and standards.

Definitions

Domestic violence is a pattern on coercive behaviour that is used by one person in an intimate relationship to gain power and control over another. Domestic violence includes physical, sexual, emotional, psychological and financial abuse. Some examples of coercive behaviour are the following: hitting, punching, shoving, stabbing, shooting, slapping, threatening behaviour, name calling, humiliating in front of others, controlling what one wears, says, and does, controlling their financial decisions, stalking, destroying or attempting to destroy property and using children to control. Domestic violence occurs between people of all racial, economic, educational, and religious backgrounds, in heterosexual and same sex relationships, living together or separately, married or unmarried, in short-term or long-term relationships.

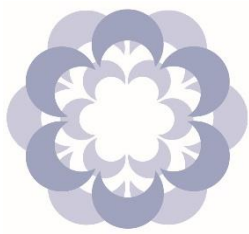
The batterer, perpetrator or abuser is the individual who commits an act of domestic violence as defined above.

The survivor or victim is the individual who is the subject of an act of domestic violence.

Conclusion

The Ministry of Parenting (CIC) will attempt to make available appropriate information, referrals and resources to victims of domestic violence. Facilitators at The Ministry of Parenting (CIC) will provide support and encourage victims to seek medical and professional counselling services.

Consent should always be sought from the individual if a member of staff needs to inform the police or authorities of a situation involving serious harm to anyone. Disclosure of such information without consent may be given where harm to others or a crime may be prevented or the prevention of a serious injury or damage to any person or serious harm being caused to their public health.



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All these issues are incredibly delicate and therefore employees at The Ministry of Parenting (CIC) are expected to deal with them appropriately.

All directors at The Ministry of Parenting (CIC) update their training every three years and necessary training is passed on to other facilitators.

This policy is linked in kind to the Vulnerable Adults Policy and the Safeguarding (child protection) policy.

Date of policy: July 2025

Date of Review: July 2026