



Our commitment

Domestic violence and abuse

Southern Water is opposed to all violence, whatever the gender of the perpetrator or victim. If any incident or allegation is raised within Southern Water there will be a fair and impartial investigation that protects the rights of all parties.

It is essential that anyone reporting abuse is confident that reporting such an incident would be taken seriously, and that all employees have the right to be listened to, their allegations taken seriously and properly investigated with appropriate action being taken if proven.

Employees should be in no doubt that Southern Water is there to support them. Any person seeking help will be assisted in the strictest confidence.

We will consider:

- additional sickness absence
- job flexibility, with understanding about the possible need to work irregular hours and for special paid leave
- the provision of independent and confidential counselling at no cost to the individual and in working hours
- paid leave to help facilitate practical arrangements such as finding a new home, getting a place at a refuge, securing new school places for children, receiving legal advice, opening a new bank account or seeking medical help
- undertaking a workplace risk assessment to ensure that the potential risk to the employee and work colleagues is minimised
- offering financial support in confidence from the Southern Water Affordability and Vulnerability team to support them.

Available support services

We encourage employees to contact specialist services who can assess the risk and provide additional support services.

Call 999

If you are in immediate danger, call **999** and ask for the police.

National Domestic Abuse Helpline

24 hour Helpline:
0808 2000 247

Modern Slavery Helpline

08000 121 700

Who to contact?

For a confidential discussion, please contact **Cathryn Jeffery, Head of HR Business Partnering.**