



Statement on Special Leave for Victims of Gender-Based Violence (Domestic Abuse, Sexual Harassment, Stalking or Sexual Violence)

NHS Greater Glasgow and Clyde (NHSGGC) is fully committed to supporting any member of staff who is a victim of gender-based violence, including domestic abuse, sexual harassment, stalking or sexual violence.

In line with the [Once for Scotland Special Leave Policy](#) (as set out in the Domestic Emergencies section of the Special Leave policy), this leave is available to ensure staff have the time and space they need to seek support, attend appointments, access legal or medical assistance, or take any appropriate steps towards safety and recovery.

At the first instance, we encourage staff to speak with their manager to discuss any special leave requests. Whilst it is at the manager's discretion to approve such leave, we encourage all managers to approach these situations with compassion, discretion and confidentiality. It is essential that staff feel supported in accessing this leave without judgment, unnecessary barriers, or breaches of privacy.

Given the nature of the reasons for requesting leave under the special leave policy, victims of gender-based violence are strongly encouraged to seek additional support. NHSGGC offer services such as occupational health, staff counselling or spiritual care services, which may be beneficial. If you are experiencing any form of abuse, please know that you are not alone and that support is available.

- 1) For more information, please contact [HR Support & Advice Unit](#) – contact them via the [HR Self Service Portal](#) or calling 0141 278 2700 (Option 2) if your enquiry is urgent or you would prefer to talk to an HR Assistant.
- 2) Bully and Harassment Confidential Contacts – [Confidential Contacts - NHSGGC](#)
- 3) Spiritual Care Services - [Spiritual Care and Chaplaincy Service - NHSGGC](#)
- 4) Occupational Health Services - [Mental Health and Wellbeing - NHSGGC](#)
- 5) The SARC Service - [Turn to SARCS](#)
- 6) Women's Aid - [HOME - Glasgow Women's Aid](#)
- 7) Rape Crisis Scotland - [Rape Crisis Scotland | Working to end sexual violence](#)
- 8) Scotland's Domestic Abuse and Forced Marriage Helpline – 0800 027 1234 - www.sdafmh.org.uk