



Workforce

**NHSScotland Gender-based
Violence Policy: identifying GVB in
the workplace**

Introduction

This tool aims to help employees recognise and gain a wider understanding of the potential signs of gender-based violence. This will help managers and colleagues to consider any engagement and signposting to the appropriate support for those at risk.

How would gender-based violence show in the workplace?

Disclosing gender-based violence can be extremely traumatic for victim-survivors. Often, they won't report it because they fear the repercussions, do not want to re-live their experience, or don't believe reporting will lead to action. Any concerns need to be approached in a sensitive and supportive manner.

Managers should remain vigilant and look for any signs to help identify employees who may be experiencing this.

Everyone's experience of gender-based violence is deeply personal, and signs of it will vary. Signs may include:

- Performance:
 - Unexplained deterioration in quality of work.
 - Turning down professional development or training opportunities.
 - Reduced participation or contribution in team meetings.
 - Lack of engagement in online chats or being constantly offline.
 - Visibly uneasy or tense during meetings.
- Attendance:
 - Being persistently late or leaving early.
 - Coming in early or staying late for no obvious reason.
 - Having more frequent absences.
- Behaviour:
 - Avoiding social spaces or events.
 - Withdrawing from previous sources of support, including team chats or catch-ups.
 - A loss of confidence.
 - Avoiding or being visibly uncomfortable around certain colleagues.

- Increased anxiety, distraction, or having problems with concentration.
 - Increased signs of stress or being easily overwhelmed.
 - Being easily startled.
- Physical:
 - A change in appearance.
 - Fatigue or exhaustion.
 - Increased physical tension.
 - Panic attacks.
 - Sleeping or eating disorders, or both.
 - Substance misuse or dependence, or both.
 - Self-harm or suicide attempts, or both.

Related documents

Related documents to this tool include:

- [Gender-based Violence Policy](#)
- [Gender-based Violence Policy: guide for employees](#)
- [Gender-based Violence Policy: guide for managers](#)