

What we can do in the workplace

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Spotting the signs of abuse

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At work, people who are being abused may:

- Look distressed when you ask “how are things for you?”
- Receive frequent phone calls from partners
- Have repeated injuries, using excuse of “accidents”
- Have noticeable fall in performance, “presenteeism”
- Miss work or work social occasions without explanation
- Dress in clothing to hide bruises or scars
- Request wage payments into a different bank account
- Have work devices monitored / interfered with

Remember that men and women can suffer from domestic abuse



Spotting the signs, working from home

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Remember those having to work from home for the longer-term post-COVID

- Work may be their only safe space which has now been lost
- Employers can be a lifeline
- Check-up on those working from home (“How are you finding working from home?”)
- If an employee suddenly loses contact, get in touch
- If you are concerned say, for example, you are updating records and ask the member of staff to bring their passport into the office



Talking about your concerns

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- Be prepared for denials
- Listen without judgement
- Acknowledge it takes strength to talk to someone about experiencing abuse
- Support them as a colleague or Manager – ask them what they need and be guided by them
- Focus on safety planning – safe contact details, whereabouts of perpetrator & children
- Respect confidentiality
- Do not put yourself or colleagues at risk



Signposting to help

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If there is not an official company DA response process in place:

- Ask if they have suffered physical harm – if so offer to accompany them to a hospital, or GP, or the police station
- If the situation is critical, advise them to call 999 and in discussion with your Manager call 999 yourself
- Inform them that help is available including online support, helplines and refuges
- Provide signposts to support including the **Bright Sky** mobile app and the new **Safe Spaces** initiative (Boots, Morrisons, Superdrug and independent pharmacies offering consulting rooms enabling victims to access specialist support services)

Examples of what employers can do around domestic abuse

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EY recently introduced an inhouse IDVA service for employees (Independent Domestic Violence Advisor).



Fujitsu set up a dedicated confidential mailbox and two named points of contact for anyone with concerns during COVID-19. Now prioritising those at risk of domestic abuse for returning to work in the office after lockdown.

LLOYDS
BANKING
GROUP



Lloyds Banking Group introduced a new Emergency Assistance Scheme where temporary hotel accommodation is booked for employees needing to leave an abusive partner, with costs covered.

Our vision is for every employer to take action on domestic abuse

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Only through **greater awareness, relationship building** and **the sharing of best practice** can we make a systematic change to the way domestic abuse is thought about and handled in the UK.

When **employers demonstrate** they are **aware of domestic abuse** and make staff aware of **available support and services**, this can help to **reduce the wall of silence** about domestic abuse that prevents many from seeking help.



Kate Silverton, the BBC Journalist & Broadcaster, and an EIDA Founder & Supporter, at the EIDA National Conference, BBC Broadcasting House, October 2019

Why join?

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1 For your employees

There is significant stigma surrounding domestic abuse, and people don't find it easy to seek out support.

Help employees affected by domestic abuse, stop perpetrators and create a better business environment for all.

2 For your business

The cost of domestic abuse to business is estimated at **£1.9bn** due to decreased productivity, time off work, lost wages and sick pay.

Share lessons and resources, attend our regular events, and influence the national domestic abuse agenda – it makes economic sense.

3 For society

Two women are killed by a partner, or ex-partner, **every week** in England and Wales. Police receive **100 calls an hour** relating to domestic abuse.

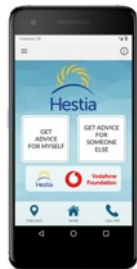
The scale of the problem demands that every part of our society rise to this challenge, and we want businesses to play their part.

Vital resources for employers

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Bright Sky mobile app



Bright Sky is a free to download mobile app, launched in a partnership between Hestia and the Vodafone Foundation.

It provides support and information to anyone who may be experiencing domestic abuse or is concerned about someone they know.

hestia.org/brightsky

Everyone's Business

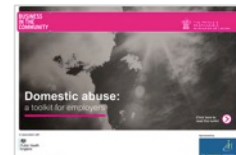


Everyone's Business puts employers at the heart of tackling domestic abuse.

It provides the tools needed to recognise and prevent domestic abuse, be prepared to receive disclosures and actively respond and speedily support employees who are experiencing or perpetrating domestic abuse.

hestia.org/everyonesbusiness

Toolkit for Employers



Preventing and tackling domestic abuse is an integral part of providing a safe and effective work environment, helping employers to deliver their duty of care.

This toolkit offers employers guidance and support and consolidates the best evidence and employer practice.

eida.org.uk/toolkit-for-employers

Join us

Our website is packed with further information, including how to become a member and start taking action to tackle domestic abuse



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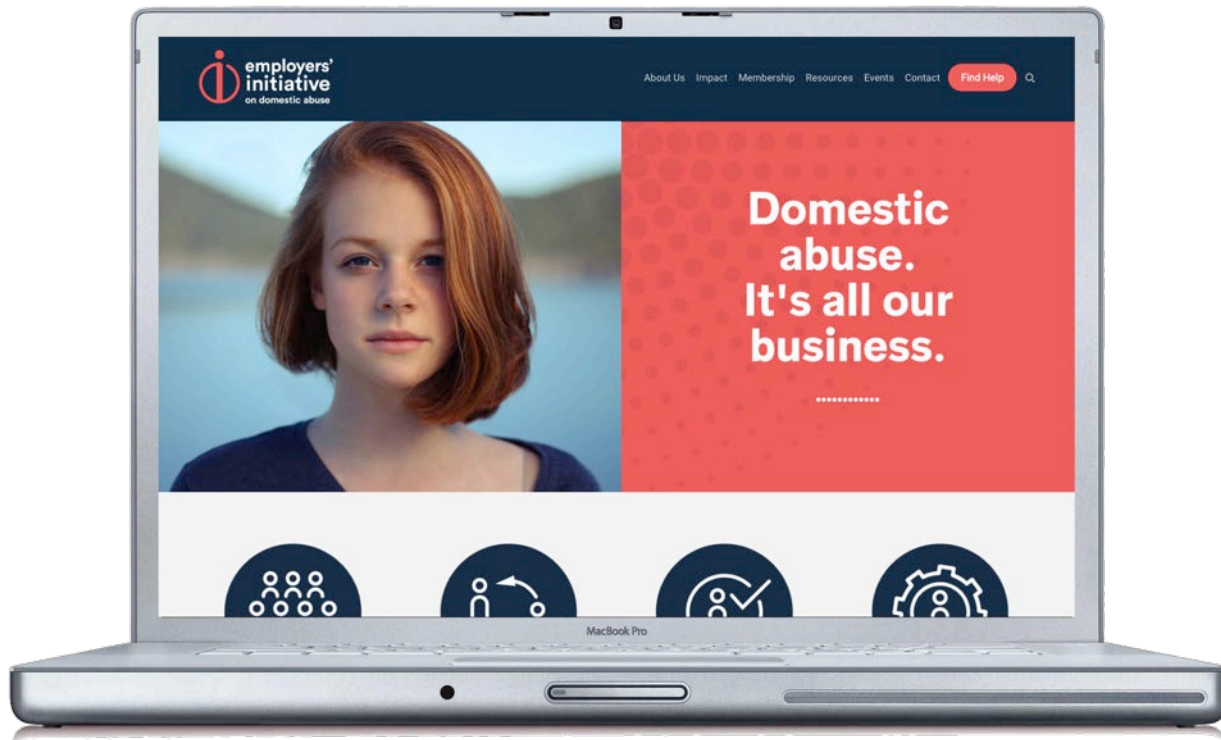


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Thank you

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