



**ANNAPURNA**  
RECRUITMENT

# CASE STUDY



## ABOUT ANNAPURNA

- 60 employees
- Global Recruitment Company
- Launched in 2008

"It's important for a business to understand domestic abuse to ensure employees feel able to talk about their experiences and are encouraged to seek support. As workplaces can be safe spaces, having policies in place might encourage just one person to speak up, or for someone to notice signs of abuse in a colleague and encourage them to seek help."

**Emma Duncan** - HR Manager

### Why did you start your domestic abuse journey?

We joined EIDA initially, as we felt it was an important cause, with the workplace often being a safe place for many victims. We wanted to educate our managers on what they can do to support our employees and knew that we had a duty of care to ensure we had as much knowledge as possible on the subject.

### How has having a Domestic Abuse Policy assisted you?

Line Managers feel informed and better equipped should a situation arise. It demonstrates a positive step/culture change regardless of whether there have been any disclosures and enables our employees to feel valued and understand that we consider their wellbeing to be hugely important to us.

### Have you made a difference to any employees?

Yes, we were able to offer flexibility to an employee who needed time off following a domestic abuse incident. The line manager used the policy and manager guide to help with the conversation and understand what we could do to support.

### Did you have a budget?

We had a budget of £250, which we used to run a session on domestic abuse and how to support within the workplace, for all of our employees.

### What have you done to ensure your message is heard?

- Our Domestic Abuse Policy is available on our intranet and in our Company Handbook.
- We advise all new starters that we have a policy during their induction process.
- The education session which we attended is uploaded onto our company training site, for future access.

### Is there anything else you have done?

Many of our employees were keen to support others and continue to raise awareness. Therefore, we held a company bake sale, where we raised over £200 for EIDA. We plan to do lots more events in the future!