

DOMESTIC ABUSE

ARE YOU WORKING IT OUT?

Domestic abuse is everyone's business. Make the Working It Out pledge today.





“I was anxious and nervous when I first spoke to you [Domestic Abuse Alliance]. The service was good, and the legal team are still representing me which is great. Without legal support he probably would have got access to the children without going through the proper channels. Having the [court] order meant he didn’t contact me. It’s helped me a lot and it’s given me confidence. It’s less stressful now, I feel safe [...] knowing he can’t just turn up.”

DOMESTIC ABUSE SURVIVOR



Supporting employers to tackle domestic abuse

The impact of domestic abuse reaches into every aspect of victims' lives – including their working life. As many as one in five victims may need to take time off work because of abuse (1).

The HR Dept, Domestic Abuse Education, and the Domestic Abuse Alliance are calling on employers to make the Working It Out pledge and take action on domestic abuse.

Colleagues and managers can often be the only other people outside the home that survivors talk to each day and are therefore uniquely placed to help spot signs of abuse. Whether it is providing a safe space to disclose abuse or signposting to the right organisations for help, employers can be a vital link between an employee and the support they need.

DOMESTIC ABUSE: THE FACTS

One in four women and one in six men will experience domestic abuse in their lifetime (2).

An estimated 2.4 million adults aged 16 years and over experienced domestic abuse in England and Wales for the year ending March 2022 (3).

The social and economic costs of domestic abuse are estimated to be in the region of £78 billion (2022 to 2023 prices) over a three-year average period of abuse (4).

Lost output relating to time taken off work and reduced productivity is estimated to cost the UK economy £14 billion (5).

Sources

1. Domestic violence and the workplace TUC 2014.
2. Domestic abuse prevalence and trends, England and Wales: year ending March 2020.
3. Domestic abuse in England and Wales overview: November 2022.
4. Government response to 'A Patchwork of Provision: how to meet the needs of victims and survivors across England and Wales'.
5. The Home Office: The economic and social costs of domestic abuse. Published 21 January 2019.

Who's the pledge for?

The Working It Out pledge is a national campaign for employers who:

- ◊ Are prepared to take action on tackling domestic abuse.
- ◊ Recognise the importance of safeguarding their workforce.
- ◊ Are committed to providing support so that employees and businesses can thrive.

Did you know?

Only five per cent of employers have specific domestic abuse policies or guidance in place, but all are likely to have some staff who are affected by it. Download 'Sharon's Policy' – a FREE template Domestic Abuse Policy – and embed it in your workplace today.

"Sharon shares her personal story very openly to raise awareness and provide practical things colleagues, managers and friends can do to support individuals who may be suffering, recognising we are all different. Her energy and openness through the entire presentation plus the Q&A, meant we all came away knowing a lot more. We have now launched our domestic abuse policy using Sharon's policy as the template."

KIRSTIN FURBER – PEOPLE DIRECTOR
CHANNEL 4

The workplace can be one of the few places where victims feel safe to speak out.





THE WORKING IT OUT PLEDGE

As an employer committed to tackling domestic abuse,

.....will:



Become a member of the Employers' Initiative on Domestic Abuse



Introduce and embed a domestic abuse policy in our workplace



Ensure all staff know where to get help if they are experiencing domestic abuse



Raise awareness of domestic abuse amongst our employees



Publicly share our commitment to the Working It Out pledge



Report back on our activities and achievements annually

.....

Signature

.....

Date



Getting started

When you're ready to take the Working It Out pledge please complete this online form: <https://domesticabuseeducation.co.uk/working-it-out-pledge-form/>

If you have any questions, please contact sharon@domesticabuseeducation.co.uk

You will then receive:

- A communications pack to help you spread the message including the Working It Out logo that you can use on your website and within your company communications to publicise your commitment.
- The opportunity to receive regular newsletters and invitations to join training opportunities to help you deliver against the pledge.
- A follow-up at twelve months to see how it's going and for you to share the action you're taking.



“Employers have a statutory duty to take reasonable care of their staff, who either work from home or from the workplace. As HR professionals, we are usually the first point of contact alongside a line manager, for an employee who discloses issues around domestic abuse. Addressing such a disclosure is key, as it has wide reaching effects on the day to day life of the employee but can sometimes impact on colleagues and their safety too.”

The work around Sharon's policy and commitment to the pledge is a good starting point, to gain an understanding of the cycle of domestic abuse, its effects on the workplace and how an employer can proactively play their part in putting an end to the vicious cycle. Using the policy to train managers and proactively show support to victim survivors of domestic abuse, has definitely had a positive impact on the clients and staff who we engage with. It has helped to spread awareness of the various options available to employers and colleagues and build their confidence to show support to a victim survivor.”

SANDHYA IYER – THE HR DEPT

Further information

About Domestic Abuse Education

Domestic Abuse Education was founded in 2023 by Sharon Livermore, a domestic abuse survivor, who shares her lived experience and knowledge to educate and train businesses through her CPD-accredited course. Sharon has a Diploma in Domestic Abuse Awareness and is an Ambassador for the Domestic Abuse Alliance and the Employers' Initiative on Domestic Abuse. Sharon works alongside both organisations to create a positive impact and end the perception and associated stigma that comes from the belief that what happens in a marital home isn't our business.

www.domesticabuseeducation.co.uk



About The HR Dept

The HR Dept is an international network of expert human resources practitioners, offering advice and support to more than 6,000 small and medium-sized businesses (SMEs) through a network of licensees in more than 100 territories in the UK and Ireland. Over recent years it has played an active role in lobbying for and influencing legislative change, including work around the Coronavirus Job Retention Scheme and also on legal employment statuses as workplaces adapt to technological and societal shifts.

www.hrdept.co.uk



About the Domestic Abuse Alliance

The Domestic Abuse (DA) Alliance brings together organisations working on the frontline of domestic abuse with the legal sector to provide legal assistance and protection for victims. The free to use WEPROTECT app enables an immediate referral to be made to the DA Alliance's team of trained legal advisors who support domestic abuse victims to seek professional legal advice and secure protection measures, such as court orders and injunctions, to help them break the cycle of recurrent abuse.

www.domestic-abuse.co.uk



Get in touch

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