

CHANGING THE CULTURE ON DOMESTIC ABUSE

Cornwall Healthy Workplace Conference
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EMPLOYERS'
INITIATIVE ON
DOMESTIC ABUSE

Agenda

A broad overview of the topics for discussion

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About us

Who we are and what we do

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DOMESTIC ABUSE



We are a network of more than 250 companies and public sector organisations operating across 17 industries. Our members include:

- Corporations
- Media companies
- Non-profits
- Parliamentarians
- Police forces
- Professional services firms
- Public service organisations

We aim to provide information for employers, many of whom have no experience in this area, to help them support their employees who are facing domestic abuse or who are perpetrators

Key facts

About domestic abuse

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1



1 in 4
women



1 in 6
men

will experience domestic abuse in their lifetime, ranging from coercive control to murder

2

All employers will have some people who have faced or are facing domestic abuse, either as victims, witnesses or perpetrators. Many employers find that domestic abuse reduces performance at work, increases absenteeism and may lead to mental illness.

3

The European Institute for Gender Equality (2014) estimated that in 2012 the overall cost of gender based violence was

£26
billion
to the victims
& society

£3.4
billion
to the
economy*

*Due to absences from work resulting from injury

Why we work with employers

We believe that employers are a key solution

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

Many employers are already taking action in their organisations – for example:

- Developing policies on domestic abuse
- Raising awareness amongst employees
- Training senior staff, managers and ambassadors on how to identify those who may need help
- Offering direct help or signposting to where it can be found

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

We believe that every one of our members plays an important part in that.

Our work to date

Over the past 2 years, we have helped to develop a number of resources and initiatives that will benefit employers looking to take action

TOOLKIT FOR EMPLOYERS

With Business in the Community and Public Health England, we have created a domestic abuse toolkit for employers that outlines best evidence and practice. You can access this at:

<https://wellbeing.bitc.org.uk/all-resources/toolkits/domestic-abuse-toolkit-employers>.

BRIGHTSKY MOBILE APP

The Vodafone Foundation and Hestia have launched Bright Sky, a free mobile app providing comprehensive support and information to people affected by domestic abuse, including a UK-wide directory of specialist support services. It is also a tool for friends, family and professionals seeking to support someone who is a victim. Download on the App Store and Google Play Store or find out more at:

www.hestia.org/brightsky

EVERYONE'S BUSINESS

We are part of a cross-partnership programme to give employers access to bespoke support on domestic abuse affecting their employees.

Over the next 2 years, employers will be able to access the tools needed to strengthen their response and support prevention efforts by raising awareness in the workplace, including:

- Assessment of current company policies
- Access to dedicated specialist senior advocates and counsellors
- Training for staff
- Use of an online portal that can be branded and tailored by employers

Visit: www.hestia.org/everyonesbusiness

Why join?

Membership benefits

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1

Utilise our network

Attend our annual Conference and quarterly Network Meetings to receive updates from influential speakers and network with other members

2

Access Everyone's Business

Gain access to the Everyone's Business initiative, its digital portal and free advice

3

Influence policy

Contribute to the national domestic abuse agenda through our policy work on the Domestic Abuse Bill

4

Learn collaboratively

Share lessons and resources on best practice with other EIDA members

5

Enhance your resources

Access a wide selection of resources on the EIDA website

6

Promote your values

Have your company logo and details included at www.eida.org.uk

Get involved

Join & build our community

Join the initiative

Encourage other employers, large and small,
to join the initiative

Provide EIDA with introductions to other employers

Attend next quarterly network meeting:

Thursday 4 April 2019

2.00-5.00pm

Portcullis House, Westminster, London

Attend our annual conference:

Tuesday 8 October 2019

10.00-3.30pm

BBC Radio Theatre, London

Strengthen your internal practice

Support and encourage members of staff who are
suffering abuse to seek help

Develop a policy on domestic abuse for your staff

Train managers, staff and ambassadors

Hold information about where
members of staff can get help,
locally and nationally

Put information on your website and
intranet about domestic abuse

Include information in your graduate
and apprenticeship inductions

Contact Us

If you would like to join EIDA or have any questions, visit:

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<https://eida.org.uk/contact/>