Domestic abuse

Worcestershire™ Works Well

Domestic abuse is becoming an increasing problem affecting men, women and children across society. There is a cost to businesses through decreased productivity, time off work, lost wages, sick pay and staff morale. Having a workplace approach to domestic abuse sends a clear message that it is not tolerated, and that support is available.	**1 in 4** women will experience domestic abuse	

Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide information about domestic abuse including support and resources available
3. Develop your organisational approach to domestic abuse including support within policies/ processes
4. Develop an initiative/ programme of activity focussing on domestic abuse and ensure the initiative/ activity is evaluated to demonstrate impact

Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- It is important to provide and display information about domestic abuse and tackle the stigma so that employees feel supported to seek help when needed.
- Providing training and guidance for managers and team leaders is also a useful way to equip and empower managers and team leaders to spot signs, facilitate conversations and respond appropriately.
- Consider how your workplace could prevent and support domestic abuse, this could include reviewing the physical workplace environment.
- Consider developing specific policy or reviewing policies and procedures. An effective workplace policy/guidance is critical to raise awareness, identify responsibilities and ensure provision, support and safety. Supportive approaches should be tailored to the individual and could include:
  - Making reasonable adjustments
  - Allowing paid time off to attend appointments
  - Flexible working or special leave
  - Additional support such as through HR, occupational health or an EAP.
- Consider planning a programme of activity around domestic abuse. This could include campaigns, events, seminars, sharing videos, signposting to online resources.
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.

Local/National Resources:

- BITC domestic abuse toolkit
- WCC domestic abuse webpages including local support service
- Unison domestic abuse policy guidance
- National Domestic violence helpline website
- Bright Sky app
- EHRC domestic abuse: workplace policies and managing and supporting employees guidance
- e-LfH domestic violence and abuse training