



EVERYONE'S BUSINESS

Working Together to End Domestic Abuse

Supporting employees to respond effectively to domestic abuse

Webinar 1 More London
30.11.20



What is Domestic Abuse:

Domestic abuse can impact anyone, at any point in their life, regardless of their background, age, gender, ethnicity, socio-economic status or sexuality.

Domestic abuse can happen in any type of intimate partner relationship and at times family members and extended family members can take part in the abuse. This includes so called 'honour' based violence, Female Genital Mutilation (FGM) and Forced Marriage.



Types of abuse:

The abuse people experience will differ from person to person and can include but is not limited to;

- Physical
- Sexual
- Psychological/Emotional
- Coercive and Controlling behaviour
- Economic/Financial Abuse
- Digital Abuse
- Stalking and Harassment
- Isolation



WARNING SIGNS

- ➔ Increased absence/sickness
- ➔ Not taking annual leave/toil, working late frequently/unexplained.
- ➔ Frequent visits to workplace from partner/family member which may indicate coercive control.
- ➔ Wearing unusual clothing not suitable for weather i.e. big jumpers on a hot day.
- ➔ Change in behaviour i.e. anxious, frightened, aggressive, depressed.
- ➔ Weight loss/gain
- ➔ Lack of or poor concentration
- ➔ Hyper-vigilant
- ➔ Increased frequency of phone calls
- ➔ Substance misuse
- ➔ Lack of sleep

What should an Employer's response be?

➔ Believe

➔ Respond

➔ Refer

Signpost on to specialist DA services

The role of the Employer is not to deal with the abuse itself, or to confront a perpetrator, but to make it clear that employees will be supported through their experiences and to let them know what specialist support is available for them both now and in the future

See 'Resources' section on 1MoreLondon website for more information.

Everyone's Business Free Advice Line

- ➔ Advice for HR/Managers on individual cases of DA
- ➔ COVID-19 related support, recognising the fact that 'Home is not always safe'
- ➔ The use of business resources to provide a response
- ➔ Increasing pathways to specialist support
- ➔ Risk assessment completion

0203 8793695 or email Adviceline.EB@hestia.org

THANK YOU.



If you have any questions please
contact us on
Adviceline.EB@hestia.org

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