



# Domestic abuse: why it's a workplace issue and what employers can do about it

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**VISION conference**

**11 June 2024**

# EIDA's purpose

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## Our vision

**Every employer  
taking effective  
action on  
domestic  
abuse**

## Why

**Employers can  
provide significant  
support to those  
experiencing  
domestic abuse.  
Work may be their  
only safe space**

## Our reach

**Over 1,500  
employer  
members,  
collectively  
employing over  
25% of the UK  
workforce**

# What do we do?

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Raise awareness,  
inspire and support  
employers to  
tackle domestic  
abuse



Offer the tools  
an employer  
needs to take  
effective action



Share ideas so  
employers can learn  
from each other,  
through resources  
and events



Work with  
government, partners,  
and academics to  
provide the latest  
guidance and to  
champion change

# Shocking statistics

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Only  
**5%**

of employers have specific domestic abuse policies or guidelines in place, but all will have colleagues affected by domestic abuse.

**62%**

of children exposed to domestic abuse are directly harmed.

**1 in 4 women**

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

**1 in 7 men**

**56%**

of employers said that domestic abuse led to absenteeism.

**2.1 million**

people were affected by domestic abuse in 2023.

**54%**

said that it caused the quality of their employees' work to suffer.

**£78 billion**

The economic and social cost of domestic abuse in England in 2022.

**£17 billion**

The economic cost of domestic abuse to businesses in England in 2022.

# Why the role of the employer is important...

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## 1 For employees

There is significant stigma surrounding domestic abuse, and people don't find it easy to seek support

Fulfill your duty of care to your employees affected by domestic abuse and create a better business environment for all

## 2 For the business

The cost of domestic abuse to business is estimated at **£17bn\*** through decreased productivity, time off work, lost wages and sick pay

Taking a purposeful stance on domestic abuse enhances your brand and employee equity – **it makes economic sense**

## 3 For society

**Two women are killed** by a partner, or ex-partner, **every week** in England and Wales and **30 men per year**. Countless lives are impacted by domestic abuse day in, day out

The scale of the problem demands that every part of our society rises to this challenge, and we want businesses to play their part

\* For further information, see the Home Office report on ['The social and economic costs of domestic abuse'](#).

# The Recognise, Respond, Refer framework

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## Recognise

Raise awareness of domestic abuse across the workplace: encourage everyone to be aware of the definition, signs, and impact of domestic abuse

## Respond

Ensure that everyone is aware of the appropriate response to a colleague disclosing that they are experiencing domestic abuse

## Refer

Provide information to everyone about specialist domestic abuse organisations that can offer expert support



# A workplace domestic abuse response – a phased approach

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**Phase 1:** Making a commitment and taking the first steps

**Phase 2:** Implementing your workplace domestic abuse response

**Phase 3:** Embedding your workplace domestic abuse response for the long-term

**Phase 4:** Leading the way and inspiring others







**employers'  
initiative**  
on domestic abuse

# Handbook

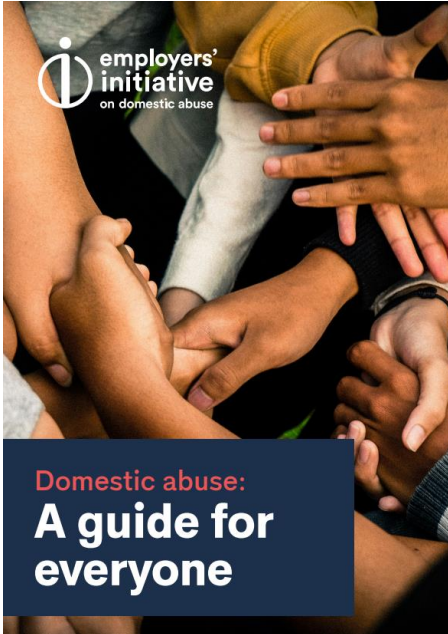
**Workplace Domestic  
Abuse Response**

2024



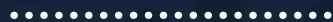
# EIDA Handbook – downloadable guides

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# Survivor story



Andrew Lane





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