

## How Will This Benefit The Organisation?

- More effective staff
- Staff will feel fully supported and confident in approaching their employer for help.
- This can only improve the work environment for all employees through minimizing stress and absenteeism
- Increase employees commitment to their organisation.

## Other benefits

- Getting the best people for the job
- An employer with family friendly policies will be attractive to a much wider pool of potential applicants.
- Improved equal opportunities, and an improved public image
- Employers are demonstrating a powerful commitment to the principles of equal opportunities and community investment, and to achieving equal opportunities in the workplace particularly for women.

## Next Steps...

- **Develop and implement a policy/ procedures**
- **Awareness raising and help**
- **Be alert to the possibility**
- **An integrated approach**
- **Training**
- **Publicity and Promotion**

## Useful contacts

- [www.tuc.org.uk](http://www.tuc.org.uk)  
Domestic Violence - A Guide for the Workplace
- [www.rsacc-thecentre.org.uk](http://www.rsacc-thecentre.org.uk)  
Rape and Sexual Abuse Counselling Centre
- [www.darlingtonrefuge.org.uk](http://www.darlingtonrefuge.org.uk)
- [www.sorrystnotenough.co.uk](http://www.sorrystnotenough.co.uk)
- [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

If you would like help in ensuring your company can provide the best support for any of your employees suffering domestic violence please contact Holly Dobson by email at:  
[noexcuse@durham.pnn.police.uk](mailto:noexcuse@durham.pnn.police.uk)

## Helplines

- The Rape and Sexual Abuse Counselling Centre  
- supportline 01325 369933
- Harbour, providing support for those suffering abuse - 03000 20 25 25 (24 hours)

# Domestic Violence

& your workplace



**Be aware. Take Action**

## What is Domestic Abuse?

The cross-government definition of domestic violence and abuse is:

Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to:

- **Psychological**
- **Physical**
- **Sexual**
- **Financial**
- **Emotional**
- **Controlling behaviour**

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

- **Coercive behaviour**

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

## Why is it a Business Issue?

- **Employee absenteeism & turnover**
- **Lost productivity**
- **Stress**
- **Workplace violence that threatens the safety of all employees**
- **Impact on other staff**
- **Financial costs**

## Awareness in the workplace

- 56% of victims are late for work at least five times a month,



- 28% leave early at least five days a month



- 54% miss at least three full days of work a month.



- 47% of senior executives surveyed said that domestic abuse has a harmful effect on the company's productivity



- 44% of executives said that domestic abuse increases their company's health care costs



- 75% of domestic abuse victims are targeted at work, from harassing phone calls, abusive partners arriving at the office unannounced, to physical assaults.



- 64% of victims of domestic violence indicated that their ability to work was affected by the violence



- 24% of victims of domestic violence indicated that the violence had affected their ability to complete assignments on time



- 21% of victims of domestic violence said it had caused them to lose their job



## Role That Business/ Employer Can Play:

- Creating workplace domestic abuse policies
- Training and educating employees on domestic abuse issues.
- Providing access to workplace counselling, healthcare and signposting
- Reviewing existing policies to identify ways to promote and improve safety in the workplace.
- Taking action against perpetrators convicted of domestic abuse.
- Making resources, posters and information available in the workplace.
- Fundraising for and supporting specialist domestic abuse services

