Taking effective action on domestic abuse

National Pubwatch conference – 4 March 2025

Ayesha Fordham, Head of Membership and Engagement

EIDA's purpose

employers' initiative on domestic abuse

Our vision

Every employer taking effective action on domestic abuse

Why

Employers have a duty of care to their people and can provide significant support to those experiencing domestic abuse

Our reach

Over 1,800 employer members, collectively employing over 25% of the UK workforce

Remember that anyone can be impacted by domestic abuse and work may be their only safe space

What does EIDA do?

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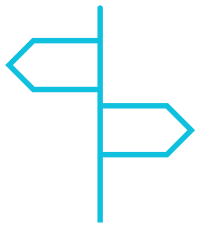
Raise awareness, inspire and support employers to tackle domestic abuse



Provide 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

The employer's role in context

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For your employees



- Domestic abuse affects **1 in 4 women** and **1 in 7 men**. Many suffer in silence, even at work. However, people don't find it easy to seek support
- By fostering a supportive environment, you fulfil your duty of care and help your employees thrive

For your business



- The cost of domestic abuse to business is estimated at **£17bn**[1] through decreased productivity, time off work, lost wages and sick pay
- Addressing domestic abuse enhances your brand reputation, employee engagement, and ESG performance

For society



- In England and Wales, **over two women every week**, and around **sixty men per year**, are victims of domestic homicides[2]
- The scale of the problem demands that every part of our society rises to this challenge, and we want businesses to play their part

1. Women's Aid, 2023 - Investing to save: The economic case for funding specialist domestic abuse support

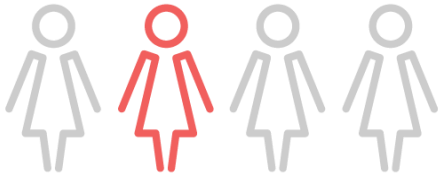
2. ONS, 2024 - Domestic abuse prevalence and trends, England and Wales: year ending March 2024

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What is domestic abuse?

Statistics

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Over 1 in 4 women (27.4%) will experience domestic abuse in their lifetime

56% of employers confirmed that domestic abuse led to absenteeism

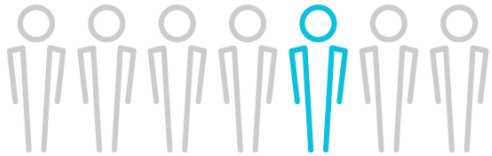
2.3 million people aged 16 years and over experienced domestic abuse in year ending March 2024



1 in 5 of your employees could experience domestic abuse in their lifetimes

54% of employers said that domestic abuse caused the quality of their employees' work to suffer

£17 billion is the estimated economic cost of domestic abuse to businesses in England 2022



1 in 7 men (13.7%) will experience domestic abuse in their lifetime

5% of employers have specific domestic abuse policies or guidelines, but all have colleagues affected by domestic abuse

£85 billion is the estimated annual economic and social cost of domestic abuse in 2024

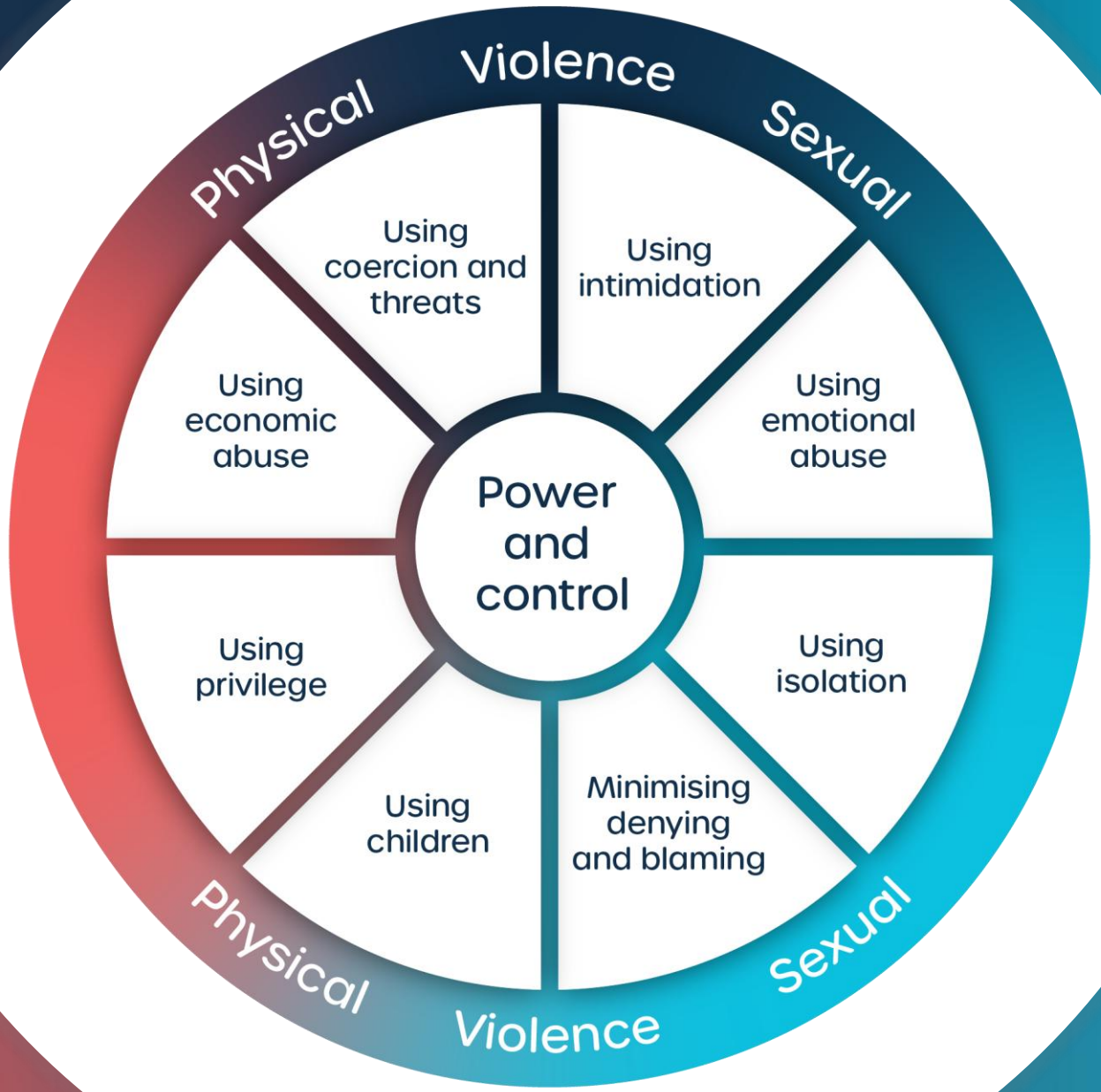
The scope of domestic abuse

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Definition: The abusive behaviour of one person towards another where they are personally connected and each is aged 16 or over

- This could be a single incident or a course of conduct
- Includes: physical or sexual abuse, violent or threatening behaviour, emotional abuse, controlling or coercive behaviour, economic abuse, psychological, emotional or other abuse
- Children related to the victim or perpetrator who see, hear or otherwise experience the effects of abuse are also recognised as victims

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For further information, see research on the Duluth Model
Wheels - Domestic Abuse Intervention Programs (theduluthmodel.org)

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Survivor's voice



Katy B

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Taking effective action on domestic abuse

The EIDA framework for individuals

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Recognise

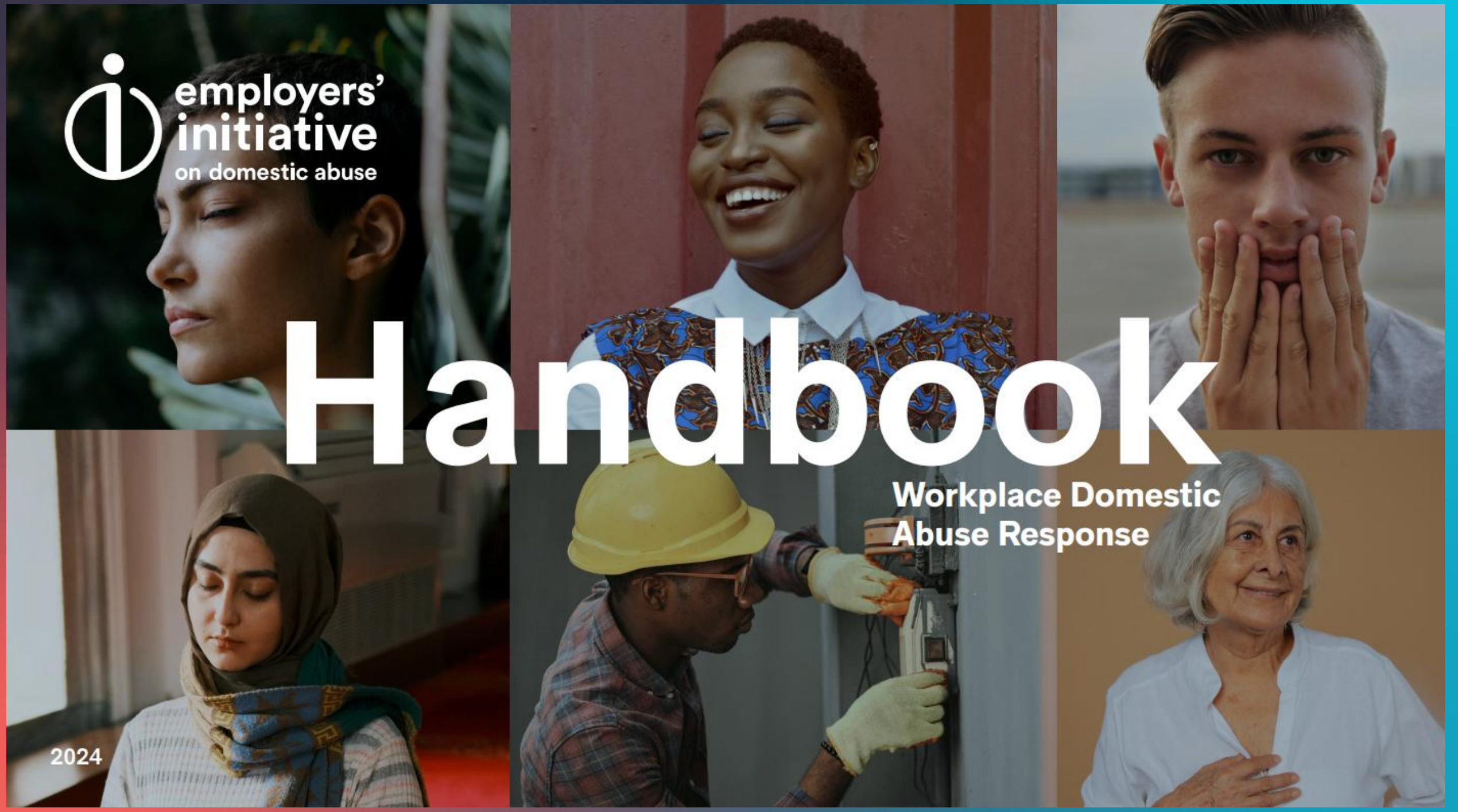
Everyone should be aware of the definition of domestic abuse, early warning signs, signs which can indicate domestic abuse is ongoing, and the impact of domestic abuse in the workplace

Respond

Everyone should understand the procedure for addressing concerns, how to build trust amongst colleagues, how to respond to disclosures and providing long term support

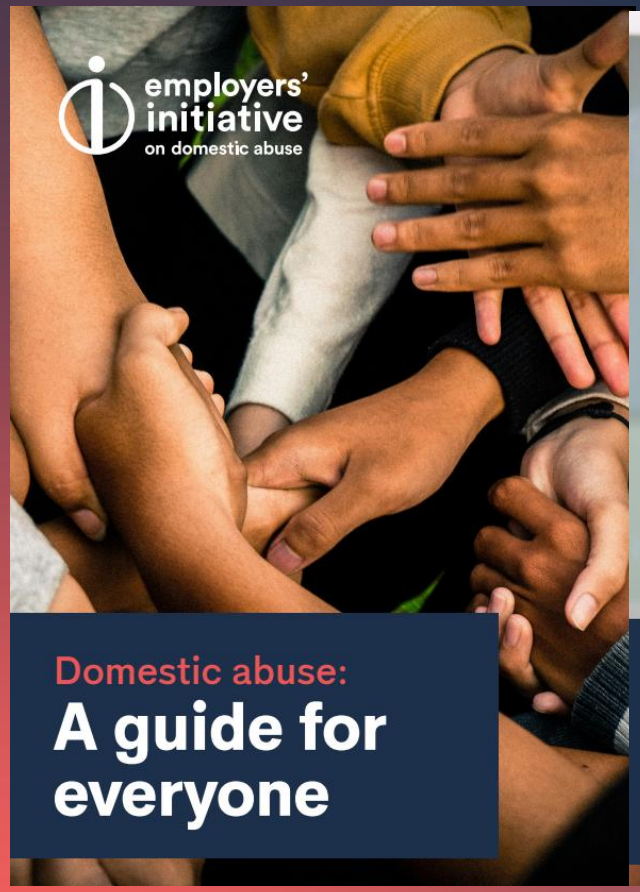
Refer

Everyone should have access to and knowledge of the internal support and procedures, as well as access to external signposting to specialist services and organisations


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Handbook
Workplace Domestic Abuse Response
2024

EIDA Handbook – downloadable guides

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Andrew's voice



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To become an EIDA member, please scan the QR code below or go to www.eida.org.uk/become-member

Contact: support@eida.org.uk

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