

Supporting People Experiencing Domestic Abuse

 mind Leeds



A guide for employers and managers

By Behind Closed Doors and the Leeds Mindful Employer Network

Domestic Abuse is everyone's business. It's not just a domestic issue, it can massively impact every part of life, including the workplace.

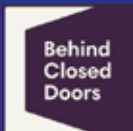
- The complex issue of domestic violence and abuse affects **1 in 4** women and **1 in 6** men in the UK in their lifetime.
- It involves all kinds of abuse and doesn't always include physical violence.
- Those experiencing domestic violence and abuse will typically miss at least **three** working days per month and may be late for work at least **five** times a month.
- The Corporate Alliance report that **75%** of those experiencing domestic violence and abuse are targeted at work.
- It's estimated it costs employers around £7000 per individual experiencing domestic violence and abuse, through loss of productivity and outputs.

EFFECTIVE INTERVENTION BY AN EMPLOYER PROVIDING THE RIGHT SUPPORT AT THE RIGHT TIME CAN REALLY MAKE A DIFFERENCE.



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**BUILD
LIVES**
FREE FROM
DOMESTIC
ABUSE

Leeds Mindful Employer Network

The Leeds Mindful Employer Network was established in 2013, and aims to make Leeds a beacon city for wellbeing at work. It is funded by Leeds City Council Public Health, and led by Leeds Mind. www.leedsmind.org.uk/help-for-employers/mindful-employer-leeds

Leeds Mind Registered Charity Number 1007625
Registered in England Number 2193270



Signs you could spot to indicate someone in your workplace may be experiencing domestic abuse:

- Physical injuries that can't be explained
- Absences from work due to sickness or last minute appointments
- Staying late at work and never taking their entire annual leave; for some people work will be the place they feel safest
- Seldom socialising outside of work
- Constantly checking personal phones and regularly taking personal calls through the day
- Gets picked up and dropped off by their partner/family member every day; this may be an indicator of controlling behaviour

There are lots of ways you as an employer can support those experiencing domestic violence and abuse across Leeds, from posting information on your intranet, to educating your workforce to spot the signs. Following these steps below is a good start:

DO recognise that domestic abuse affects people of all sexualities, across all genders and from all walks of life.

DO remember that domestic abuse can occur across all types of personal and family relationships.

DO reassure them that it's not their fault, as it never is. The perpetrator of the violence/abuse is always to blame.

DO get them some help from a professional, if that's what they want.

The Leeds Domestic Violence Service 24-hour helpline (0113 246 0401) can direct them to the right service for them.

IMPORTANT:

These are just some of the signs.

Each one is a piece of a jigsaw, be careful about jumping to conclusions if you spot one of the signs. You need to piece the jigsaw together to give you the full picture. If the pieces of the jigsaw start to reveal a picture of someone who you think is experiencing domestic violence and abuse the best thing you can do is ask them.

IT'S OKAY TO ASK IF SOMEONE IS OKAY. RESEARCH SHOWS THAT 76% OF PEOPLE DIDN'T MIND BEING ASKED ABOUT THE POTENTIAL OCCURRENCE OF DOMESTIC VIOLENCE.

DO find a confidential space to ask how someone is using questions such as "how are things at home?"; "How are you feeling about going home tonight?"; "Can I get you some information about someone who can help?"

DO invest in domestic abuse awareness training for teams and put policies in place to support colleagues who have experienced domestic abuse.

DON'T ask someone why they haven't left, it's not that simple

DON'T offer advice, tell the person what to do or tell them to leave, risks increase at the point someone takes steps to leave



Local charity and Mindful Employer Signatory Behind Closed Doors provides bespoke training to employers looking to raise awareness of domestic abuse within their workforce. The practice-based training provides people with the skills to recognise abuse, understand what might be happening in that person's life and have increased confidence to raise the issue within the workplace. Contact below for information.

Email: training@behind-closed-doors.org.uk
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Registered charity 1116500

