# Tackling domestic abuse – advice and support for businesses brochure

Identifying domestic abuse is part of a business's safeguarding responsibilities under the Health and Safety at Work Act 1974.

The Lincolnshire Domestic Abuse Partnership provides free advice and support to give your business the confidence to raise the issue of domestic abuse and to increase the wellbeing and mental health of your workforce.

This brochure explains the benefits of addressing domestic abuse, the support available locally, where you can find further information and the benefits of joining our advocacy program.

# Introduction

- The Lincolnshire Domestic Abuse Partnership aspires to establish links with countywide businesses to help them support staff impacted by domestic abuse. This includes training to identify domestic abuse, assess risk and be confident to take positive action.
- This will give your business the confidence to raise the issue of domestic abuse with staff and increase the wellbeing and mental health of your workforce.
- Businesses that access our support will be able to demonstrate the effectiveness of their safeguarding procedures and that they can create a culture of vigilance where their workforce's welfare is actively promoted.
- This work will help you to identify when members of your workforce may be at risk of domestic abuse or if a person is worried about their own behaviour in their relationships. In addition, it explains how to listen to their concerns and support them accordingly.

- This is the 2021 Home Office definition of domestic abuse:
  Behaviour of a person ("A") towards another person ("B") is "domestic abuse" if A and B are each aged 16 or over and are personally connected to each other, and the behaviour is abusive.
  Behaviour is "abusive" if it consists of any of the following:
  (a) physical or sexual abuse
  (b) violent or threatening behaviour
  (c) controlling or coercive behaviour
  (d) economic abuse
  (e) psychological, emotional or other abuse
  It does not matter whether the behaviour consists of a single incident or a course of conduct.

The following videos outline forms of domestic abuse and some of the support available: https://youtu.be/HhYXRlEer80 and https://youtu.be/nGoj1eyhwcw

- 1 in 4 women and 1 in 6 men will be affected by domestic abuse in their lifetime. In Lincolnshire, it is estimated that 50,244 adults aged over 16yrs may experience domestic abuse each year.
- 2 women a week and 1 man every 3 weeks are killed by a current or former partner. These deaths are reviewed by the local authority, with Lincolnshire currently averaging two reviews per year.
- Up to 75% of those experiencing domestic abuse are targeted at work.
- 1 in 5 said they would stop going into work or take days off.
- 1 in 10 have quit their job due to the impact of the abuse they were experiencing.
- The cost of domestic abuse to businesses is estimated at billions a year due to decreased productivity, time off work, lost wages and sick pay. It can have an adverse impact on staff morale, as well as a business's image and reputation.

# Our free support for businesses, expectations and the benefits

| Package: | Details: | Expectations: | Benefits: |
|---|---|---|---|
| **Bronze** | • Access to domestic abuse resources<br>• Awareness of local and national DA services<br>• DA Awareness training for key staff including safety planning at work<br>• Attendance at either the LDAP annual Business Conference held in person or online alternate years OR at one of the three safeguarding digital workshops held throughout the year | • Annual review to maintain Bronze status<br>• Complete DA awareness training every 2 years<br>• Ensure any new staff are trained within 6 months of start date<br>• Make sure resources are kept up to date and distributed within key areas of the workplace | • Ability to support staff (support to report) and increase their well-being and safety at work<br>• Improve staff ability to seek support if required<br>• Raise awareness of domestic abuse and the message that your business is a safe space<br>• Network, build relations and further knowledge at either the LDAP business conference or through the workshops [depending which is attended] |

# Our free support for businesses, expectations and the benefits

| Package: | Details: | Expectations: | Benefits: |
|---|---|---|---|
| Silver | All the above, as well as:<br>• Domestic Abuse Policy and Pathway support<br>• Attendance at the LDAP annual Business Conference held in person or online alternate years AND one of the three safeguarding digital workshops held throughout the year | • Annual review to maintain Silver status<br>• Internal mechanisms set up to record numbers of DA disclosures and action taken<br>• Complete DA awareness training every 2 years<br>• Ensure any new staff within 6 months of start date<br>• Make sure resources are kept up to date and distributed within key areas of the workplace | All the above, as well as:<br>• Embed a policy and pathway to support people experiencing DA, those worried about a colleague, friend or family member or their own behaviour towards someone else<br>• Network and build relations at the LDAP business conference and further your knowledge of other areas of safeguarding issues through the workshops |

# Our free support for businesses, expectations and the benefits

| Package: | Details: | Expectations: | Benefits: |
|---|---|---|---|
| Gold | All the above as well as:<br>• DASH and MARAC training for identified safeguarding leads | • Annual review to maintain Gold status<br>• Internal mechanisms set up to record numbers of DA disclosures and action taken<br>• Complete DA awareness training every 2 years<br>• Ensure any new staff are trained within 6 months of start date<br>• Make sure resources are kept up to date and distributed within key areas of the workplace<br>• Attending MARAC where appropriate | All the above, as well as:<br>• Offer in depth understanding of safeguarding when disclosures of DA are made |

# How to engage:

- Discuss internally which package you would like to work with us on
- Gain buy in from the senior leads within your business and discuss who will be your lead contact for the engagement work
- Visit this page of our website https://www.lincolnshire.gov.uk/LincolnshireDomesticAbusePartnership/organisation/advice-support-businesses or scan the QR Code
- Register for which package you are interested in
- We will then contact you to start the engagement work as stated above.

# Directory of Services/Resources

LDASS
Support for adults and children suffering or fleeing from domestic abuse.
01522 510041
info@ldass.org.uk
www.ldass.org.uk

Haven Domestic Abuse Service
Support for those affected by domestic abuse in Spalding, Boston, Holbeach and surrounding areas
01205 311272
info@havendas.org.uk
www.havendas.org.uk

For up-to-date information on your available local services click here

Lincolnshire Domestic Abuse Website
Support for adults, children and young people who are being abused and those who are using abusive behaviour in Lincolnshire
www.domesticabuselincolnshire.com

Resources for domestic abuse in Lincolnshire
https://professionals.lincolnshire.gov.uk/businessresources

Free local domestic abuse legal advice
- Sills & Betteridge, 24 hours, seven days a week, on 07887 850212
- Ringrose Law, 24 hours, seven days a week on 07739 748675
- Pepperells, Mon-Fri 9-5 & Saturday mornings on 01522 717410
- Wilkin Chapman, Mon-Fri 9-5 on 01522 512345

National Domestic Abuse Helpline
0808 2000 247
www.nationaldomesticviolencehelpline.org.uk

Refuge
0870 5995 443
https://www.refuge.org.uk/

Mankind Initiative
01823 334244
www.mankind.org.uk/help-for-victims

Men's Advice Line
08088010327
https://mensadviceline.org.uk/

# Directory of Services/Resources

Childline
0800 1111
Childline | Childline

Galop
0800 999 54 28
http://www.galop.org.uk

Forced Marriage Unit
020 7008 0151

National Stalking Helpline
0808 802 0300
www.suzylamplugh.org/pages/category/national-stalking-helpline

Respect Phoneline
0808 8024040
https://respectphoneline.org.uk

Bright Sky app
https://www.hestia.org/brightsky

Hollie Guard app
https://hollieguard.com/#whatishollieguard

Employer's Initiative on Domestic Abuse [EIDA]
https://www.eida.org.uk

Domestic abuse – national toolkit for employers
https://www.bitc.org.uk/toolkit/domestic-abuse-toolkit/

Surviving Economic Abuse
https://survivingeconomicabuse.org/i-need-help/getting-support/how-your-employer-can-help/

Domestic abuse Statutory Guidance – page 122
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1089015/Domestic_Abuse_Act_2021_Statutory_Guidance.pdf

UK Says No More – Safe Spaces Campaign
https://uksaysnomore.org/safespaces/

UK Says No More - Ask for ANI
https://uksaysnomore.org/get-involved/ask-for-ani/

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