

# Domestic abuse and the workplace

An estimated

**1.9 million adults**

aged **16 to 59**

experienced **domestic abuse** in the last year<sup>1</sup>



**54%** said that it caused the quality of an

**employees work to suffer**

and **56%** said it led to **absenteeism**<sup>4</sup>

**Abuse** is not just about **physical violence** – it can also be **emotional, sexual and economic**<sup>5</sup>



**86%** of **HR leads**

agree that employers have a

**duty of care to provide support**

to employees on the issue of domestic abuse<sup>4</sup>

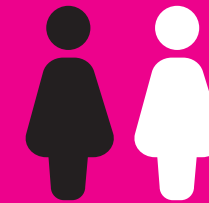


**Domestic abuse** takes place at **all levels of society**, regardless of gender, social class, race, religion, sexuality or disability

The **cost of domestic abuse** to business is estimated at

**£1.9 billion a year**

due to decreased productivity, time off work, lost wages and sick pay<sup>3</sup>



**Two women are killed each week** by a current or former partner<sup>1</sup>

There was an average of **less than one disclosure**

to employers over the previous 12 months, which suggests **not enough employees feel supported** to raise the problem<sup>4</sup>

**1 in 4 women** and **1 in 6 men**

suffer from domestic abuse in their lifetime<sup>1</sup>

Only **5%** of organisations have a

**specific policy or guidelines**

on the issue<sup>4</sup>



# Actions for employers



The domestic abuse toolkit is an important addition to the existing suite of interconnected employer toolkits from Business in the Community and Public Health England, a hub for employers on a range of issues relating to employee health and wellbeing.

Many of the issues covered by these toolkits are interrelated, and domestic abuse has particular connections with mental health, suicide prevention, sleep, drugs, alcohol and tobacco. Organisations that foster an open and inclusive culture will also make it easier for those experiencing domestic abuse to seek support from their employer.

**Download the full range of toolkits here:**

<https://wellbeing.bitc.org.uk/all-resources/toolkits>

## Three key actions for employers



### Acknowledge

Use this toolkit to help understand the issues, and acknowledge every employer's responsibility to address domestic abuse. Enable colleagues to openly discuss this topic, and provide a supportive workplace.



### Respond

Review your policies and processes to ensure you are providing a supportive workplace and can respond to disclosure. Make sure the policies and processes are implemented correctly.



### Refer

Provide access to organisations who can help employees affected by the issue. For example, signpost to resources and helplines.

**Domestic abuse is the abuse of power and control over one person by another and can take many different forms including:**



Psychological



Physical



Sexual



Emotional



Verbal



Economic