

# 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 booklet 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 would like to establish links with businesses in the county to help them support staff affected by domestic abuse. This includes training to identify domestic abuse, assess risk and ensure 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.
- ▶ Identifying domestic abuse is part of a business's safeguarding responsibilities under the Health and Safety at Work Act 1974. 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/HhYXRIEer80> 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 30,000 adults aged between 16yrs and 74yrs 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. The cost of domestic abuse to businesses is estimated at £316 million 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 and the benefits

## How we can help

Our support is free and has four key aims:

- ▶ We will work with you to develop or re-design your safeguarding / domestic abuse procedures / pathways
- ▶ Deliver briefings / training to key staff to develop a strategic vision on domestic abuse
- ▶ Provide information on services and support for those either being abused or for those who are worried about their own behaviour in their relationships
- ▶ To introduce local services which are available that employees can access.

## Benefits

- ▶ By accessing our support, your business will better understand domestic abuse and how it can affect your workforce
- ▶ This work can aid your business to understand the link between low mental health, low productivity, high absenteeism and inappropriate use of disciplinary action.
- ▶ Support your workforce to improve their mental health and wellbeing, as well as the business's productivity

# Lincolnshire Domestic Abuse Business Advocacy Programme

## The aim of being a business advocate

- ▶ As an advocate you would demonstrate a commitment to raising awareness of domestic abuse within your business and your local community

## What is expected of a business advocate?

- ▶ Work with the Lincolnshire Domestic Abuse Partnership to raise awareness of Domestic Abuse within your business/community to implement a pathway/policy both internally and externally, for those working in your business who are affected by domestic abuse.
- ▶ Embed a culture where domestic abuse is not tolerated within your business, and that support is available for those who are being abused and those who are being abusive.

- ▶ Display posters and leaflets within the workplace and local community areas, either electronically or as hardcopies.
- ▶ Encourage your employees to attend and give them time to complete training provided.
- ▶ Sponsor a Domestic Abuse Business Conference in your area.
- ▶ Share the impact that this work has had on your business/community.

“We have worked successfully with the Domestic Abuse Partnership over a number of years, which has helped us raise awareness of the support that is available in Lincolnshire. This has included face to face training for our HR and learning and development advisors, who cascade this training across our business, as well as collaboration on an e-learning module, which has been shared with all colleagues too.”

Quote from Lincolnshire Co-op

## How to become a business advocate?

- ▶ Contact the Lincolnshire Domestic Abuse Partnership by email [domesticabuse@lincolnshire.gov.uk](mailto:domesticabuse@lincolnshire.gov.uk)
- ▶ You will then be contacted by the Domestic Abuse Project Officer who will will you to enable you to start achieving all the above and then celebrating all your achievements as a Domestic Abuse Business Advocate and make sure you have the resources and support needed throughout.

## What are the benefits of being a business advocate?

- ▶ A Lincolnshire business domestic abuse advocate certificate can be displayed across your business and local community, demonstrating that you are committed to raising awareness of domestic abuse
- ▶ The chance to receive the Advocate Award for Best Business and to put

forward staff for the Employee of the Year Award at our 5 yearly Domestic Abuse Ball

- ▶ Domestic abuse lanyards for key staff to wear, as advocates, so employees know they can be approached if they have concerns regarding domestic abuse
- ▶ You'll receive the Lincolnshire Domestic Abuse Partnership monthly newsletter, so you are always up to date regarding domestic abuse in the county
- ▶ Access to the Lincolnshire Professionals Hub, which contains all the resources needed to support your workforce and local community
- ▶ Long-term support from the Domestic Abuse Partnership regarding domestic abuse within the workplace

# Directory of Services/Resources

## LDASS

Support for men, women and children suffering or fleeing from domestic abuse.

01522 510041

[info@ldass.org.uk](mailto:info@ldass.org.uk)

[www.ldass.org.uk](http://www.ldass.org.uk)

## SoLDAS

Support for those affected by domestic abuse in Spalding, Boston, Holbeach and surrounding areas

01205 311272

[admin@bostonwa.co.uk](mailto:admin@bostonwa.co.uk)

[www.bostonwomensaid.org.uk](http://www.bostonwomensaid.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](http://www.domesticabuselincolnshire.com)

## Resources for domestic abuse in Lincolnshire

<https://professionals.lincolnshire.gov.uk/home/page/63/domestic-abuse>

## Free local domestic abuse legal advice

- Sills & Betteridge, 24 hours, seven days a week, on 07887 850212
- Ringrose Law, Mon-Fri 9-5 on 07739 748675
- Pepperells, Mon-Fri 9-5 & Saturday mornings on 01522 717410

## National Domestic Abuse Helpline

0808 2000 247

[www.nationaldomesticviolencehelpline.org.uk](http://www.nationaldomesticviolencehelpline.org.uk)

## Refuge

0870 5995 443

<https://www.refuge.org.uk/>

## Mankind Initiative

01823 334244

[www.mankind.org.uk/help-for-victims](http://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](http://www.suzylamplugh.org/pages/category/national-stalking-helpline)

## Respect Phonenumber

0808 8024040

<https://respectphonenumber.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](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/>