



# Domestic Abuse

# Business Engagement

# Framework

Produced by Lincolnshire Domestic Abuse Partnership

Version 1.2

## Document Control

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## Version History

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## **1. Purpose**

This framework details how engagement between the Lincolnshire Domestic Abuse Partnership [LDAP] and Lincolnshire businesses will occur.

This will include information on the packages LDAP offer businesses, the expectations, benefits and outcomes for engagement from the businesses with LDAP including looking at future impact from the engagement.

## **2. Background**

Domestic abuse is a significant social and criminal issue with real and fundamental consequences for individuals, families and the wider community. Engaging with businesses in the county will ultimately raise awareness of domestic abuse within the individuals who work at each business, as well as their family members and the wider community the business and the individuals interact with.

It is estimated in Lincolnshire that we have approximately 30,200 16 – 74-year-olds experiencing domestic abuse in their lifetime, each year, with 75% of that number being targeted directly when at work.

The cost to business nationally, in regard to domestic abuse is estimated at £1.9 billion a year, with 54% of businesses stating that experiencing domestic abuse at home caused the quality of their employees work to suffer, and 56% of employers said that domestic abuse lead to absenteeism, however, only 5% of employees stated they had a domestic abuse policy in place, but all have colleagues affected by domestic abuse.

Private businesses have a duty of care to these employees and must abide by relevant health and safety and employment law, for example the Health and Safety at Work Act 1974, as well as the common law of duty of care, to ensure, as far as reasonably practicable, the health, safety, and welfare at work of their employees. While doing so they should consider the impact of domestic abuse on their employees.

The business engagement work in Lincolnshire is part of the LDAP Strategy under its Community Engagement priority and is in line with national organisations Women's Aid [Come Together to End Domestic Abuse - Women's Aid \(womensaid.org.uk\)](https://www.womensaid.org.uk) and Employers Initiative on Domestic Abuse [www.eida.org](https://www.eida.org) who along with the LDAP are all striving to work in conjunction with the [Domestic Abuse Act 2021 Statutory Guidance 2022](#) to impress with businesses why domestic abuse is important to them.

LDAP have engaged with businesses since 2018, to date we have a yearly businesses conference and guest speakers including national and local businesses/organisations along with lived experience speakers.

### **3. Business Engagement Offer**

LDAP will offer businesses the choice of three packages, please see Appendix 1.

Businesses can decide which package they wish to engage with, however support will be offered to complete all packages. The packages will enable businesses to increase their knowledge of domestic which will increase the well-being of their employees, enhance their policies, to allow businesses to support anyone affected by domestic abuse and showcase themselves as a business that is taking positive action against domestic abuse.

Certificates would be provided to the businesses on completion of each package. Renewal of the package status (ie bronze status achieved) would be required each year for that business to maintain their status if they do not develop to another package. This will allow us to have continuous engagement with the business.

Businesses would be offered the opportunity to attend the LDAP business conference and workshops to showcase their work.

For more information on why and how we process data, please view our privacy notice [Community safety and emergencies privacy notice - Privacy notices – Lincolnshire County Council](#)

### **4. Benefits of engagement**

The businesses will enhance their workforce with the understanding of what domestic abuse is and have a pathway on how to respond and what support services are available.

This could also improve the wellbeing of employees who are experiencing domestic abuse by increasing the knowledge of how domestic abuse impacts those in employment, allowing employers to respond more effectively when disclosures are made.

This will ultimately raise awareness within the community and allow for more safe spaces for people to go to, who are experiencing domestic abuse. This could also support with the disruption of perpetrators.

### **5. Outcomes and impact**

We will be able to measure how many businesses and how many employees we have worked with and reached each year, comparing the data quarterly/yearly.

We will look to measure initial awareness of the business and at completion of each package. We will also look to capture yearly progress of individual businesses as stipulated in Appendix 2. This will show the impact that our packages have on businesses.

We will look to capture any lived experiences of employees/ers throughout their engagement, looking at good practice and areas of development and share these as appropriate, at conferences and through anonymised case studies for businesses to learn from.

Our aim is to create one entry point for Businesses to seek support and advice and this will be achieved through an online portal which will be automatically directed to the DA team, who can then coordinate a response to businesses queries and support them to achieve the outcomes they want to achieve.

## Appendices

### Appendix 1 – Packages

<b><u>Package:</u></b>	<b><u>Details:</u></b>	<b><u>Expectations:</u></b>	<b><u>Benefits:</u></b>
<b><u>Bronze</u></b>	<ul style="list-style-type: none"> <li>• Access to domestic abuse resources <a href="#">DA Resource Hub for Businesses – Professional resources (lincolnshire.gov.uk)</a></li> <li>• Awareness of local and national DA services</li> <li>• DA Awareness training for key staff including safety planning at work</li> <li>• Invite to the annual Business Conference</li> </ul>	<ul style="list-style-type: none"> <li>• Annual review to maintain Bronze status</li> <li>• Complete DA awareness training every 2 years</li> <li>• Ensure any new staff are trained within 6 months of start date</li> <li>• Make sure resources are kept up to date and distributed within key areas of the workplace</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to support staff (support to report) and increase their well-being and safety at work</li> <li>• Improve staff ability to seek support if required</li> <li>• Raise awareness of domestic abuse and the message that your business is a safe space</li> <li>• Network and build relations at the yearly business conference</li> </ul>
<b><u>Silver</u></b>	<p>All the above, as well as:</p> <ul style="list-style-type: none"> <li>• Domestic Abuse Policy and Pathway support</li> <li>• Invites to the safeguarding digital workshops</li> </ul>	<ul style="list-style-type: none"> <li>• Annual review to maintain Silver status</li> <li>• Internal mechanisms set up to record numbers of DA disclosures and action taken</li> <li>• Complete DA awareness training every 2 years</li> <li>• Ensure any new staff within 6 months of start date</li> <li>• Make sure resources are kept up to date and distributed within key areas of the workplace</li> </ul>	<p>All the above, as well as:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Build awareness of other areas of safeguarding issues through workshops</li> <li>• Network and build awareness at the yearly business conference and through workshops</li> </ul>

<b><u>Package:</u></b>	<b><u>Details:</u></b>	<b><u>Expectations:</u></b>	<b><u>Benefits:</u></b>
<b><u>Gold</u></b>	<p>All the above as well as:</p> <ul style="list-style-type: none"> <li>• DASH training for identified safeguarding leads</li> <li>• MARAC training for identified safeguarding leads</li> </ul>	<ul style="list-style-type: none"> <li>• Annual review to maintain Gold status</li> <li>• Internal mechanisms set up to record numbers of DA disclosures and action taken</li> <li>• Complete DA awareness training every 2 years</li> <li>• Ensure any new staff are trained within 6 months of start date</li> <li>• Make sure resources are kept up to date and distributed within key areas of the workplace</li> <li>• Attending MARAC where appropriate</li> </ul>	<p>All the above, as well as:</p> <ul style="list-style-type: none"> <li>• Offer in depth understanding of safeguarding when disclosures of DA are made</li> </ul>



## Appendix 2 – Annual Audit

To be completed when engagement starts, upon completion of a package and then annually.

Question N°:	Details:	Response:
1.	Do you have a DA Policy in place?	Yes / No / In progress If yes when was this put in place?
2.	On a scale of 1-10 (1 being none and 10 being very experienced) what is your businesses knowledge of domestic abuse and the services available?	Scale number:
3.	Do you have a DA, Safeguarding or Well-being Lead in place?	Yes / No / In progress
4.	How many of your staff have received DA Awareness training?	
5.	How many of your staff have received DASH training?	
6.	How many of your staff made a disclosure of being a victim of DA to you as a business?	
7.	How many of your staff made a disclosure as being a perpetrator of DA to you as a business?	
8.	How many of your staff have you had concerns for as a victim of domestic abuse?	
9.	How many of your staff have you had concerns for as a perpetrator of domestic abuse?	
10.	As a business how many referrals have you made to the DA Services in Lincolnshire?	
11.	As a business how many referrals have you made for support to any perpetrator services?	
12.	As a business, have you attended an annual Lincolnshire Domestic Abuse Business Conference?	Yes / No
12a.	When did you attend an annual conference?	
13.	How many staff have attended a safeguarding online workshop in the last 12 months?	
13a.	And state topic of workshop and when:	

## Appendix 3 – Training detail

	<b>Training package:</b>	<b>Who is the training aimed at:</b>	<b>Delivery method:</b>	<b>Business Package this training is available with:</b>
	Domestic Abuse Awareness	All staff	In-person/online	Bronze, Silver & Gold
	Safeguarding workshops	Domestic Abuse, Safeguarding or Wellbeing leads	Online	Silver & Gold
	DASH [Domestic Abuse, Stalking & Harassment & Honour Based Abuse Risk Assessment Form] Training	Domestic Abuse, Safeguarding or Wellbeing leads	Online via Enable*	Gold
	MARAC and MOP Training	Domestic Abuse, Safeguarding or Wellbeing leads	Online via Enable*	Gold
	Other safeguarding training	Domestic Abuse, Safeguarding or Wellbeing leads	Online via Enable*	Gold

\*Access to Enable is available via an online learner management system located [Our training – LSCP \(lincolnshirescp.org.uk\)](http://lincolnshirescp.org.uk), which hosts all the LDAP domestic abuse training plus some of the safeguarding training a business may find useful.

If a business does not currently have a username and password on the Enable system – they need to select the 'Register to access training' option, and on registering they will need to select the group titled 'private organisation' when prompted.

For instructions on how to use the system and locate relevant learning, they will need to read the [How to use Enable \(cloud.microsoft\)](#) and they will have access to a range of free eLearning which will be automatically available on their account when logged in.

## Appendix 4

### Disclosure Data Capture template form [spreadsheet]

Date of disclosure:	Number	Gender	Age	Ethnicity	Type of Disclosure:	Action taken:	Have you made a record of this disclosure on their HR record, if appropriate.
					Options are: Victim / Perpetrator	Options are: Leaflet given Reported to police Referral to Adult Services Referral to Children Services Signpost to DA Services Referral to DA Services Safety planning at work Signposting to mental health support	

## Appendix 5 - Acronym List

<b>Title</b>	<b>Acronym</b>
Adult Safeguarding	ASG
Adult Social Care	ASC
Boston Borough District Council	BBC
Children's Services	CS
City of Lincoln Council	COLC
Domestic Abuse	DA
Domestic Abuse, Stalking & Harassment and Honour-based abuse risk assessment	DASH
East Lindsey District Council	ELDC
Ending Domestic Abuse Now Lincolnshire [Delivers LDASS]	EDAN Lincs
Fire and Rescue	F&R
Haven Domestic Abuse Service [Delivers SoLDAS]	HAVENDAS
His Majesty's Prison and Probation Service/HMPPS.	HMPPS
Independent Domestic Violence Advisor	IDVA
Integrated Care Board	ICB
Lincolnshire Community Health Services	LCHS
Lincolnshire County Council	LCC
Lincolnshire Domestic Abuse Partnership	LDAP
Lincolnshire Domestic Abuse Specialist Service	LDASS
Lincolnshire Partnership Foundation Trust	LPFT
Lincolnshire Recovery Partnership	LRP
Multi Agency Risk Assessment Conference	MARAC
North Kesteven District Council	NKDC
South Holland District Council	SHDC
South Kesteven District Council	SKDC
South Lincolnshire Domestic Abuse Service	SoLDAS
Stalking risk assessment tool	S-DASH
United Lincolnshire Hospital Trust	ULHT
West Lindsey District Council	WLDC