



UNDERSTANDING DOMESTIC ABUSE: Recognising the signs and how to help

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WELCOME

Monique King, Head of Risk, Julius Baer International
and Lead DP Menopause Workstream

Our Panellists and Speakers today



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DIVERSITY PROJECT



BUILDING INCLUSION IN INVESTMENTS & SAVINGS



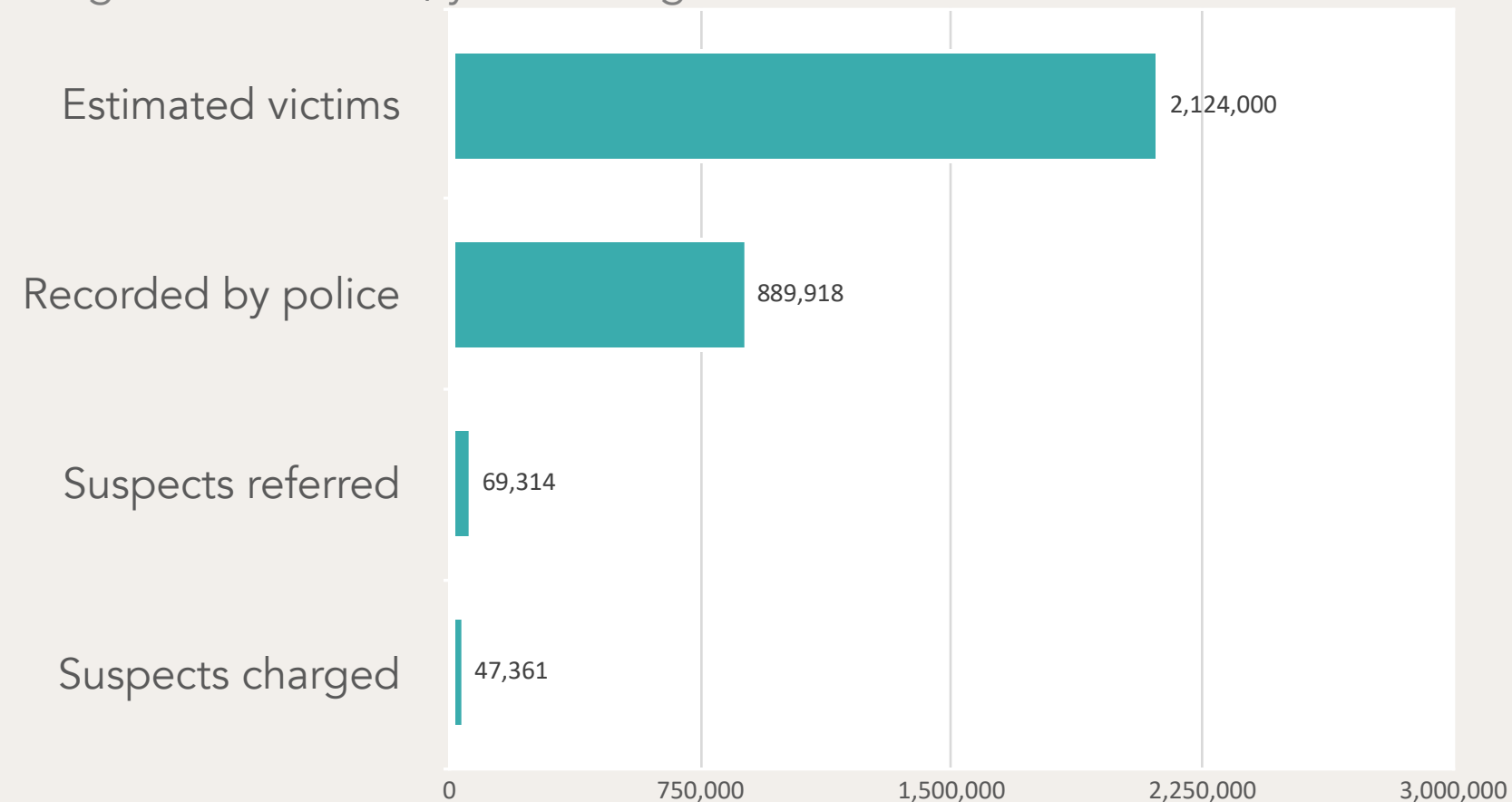
FACTS

The Crime Survey for England and Wales estimated that 2.1 million people aged 16 years and over (1.4 million women and 751,000 men) experienced domestic abuse in the year ending March 2023.¹



Domestic abuse data: From incident to conviction²

England and Wales, year ending March 2023



¹ Source: Office for National Statistics

² Source: Crime Survey for England and Wales from the Office for National Statistics, Police recorded crime data from the Home Office, and Crown Prosecution Service (CPS)

ANYONE CAN BE AFFECTED BY DOMESTIC ABUSE

- Domestic Abuse can affect anyone
- There is not a 'typical' victim of domestic abuse - all ages, sexual orientations, disabilities, ethnicities, races, backgrounds, cultures etc can be affected
- A lot of the conversation today may focus around women, however, there are other sources of support for others who may be affected by DA.



DOMESTIC ABUSE IN THE UK¹



Every year, **over 2 million adults aged 16-59 in the UK** suffer some form of domestic abuse



Only **one in five** victims of partner abuse calls the police`

On average, **victims wait three years** before getting the support they need.

Clients from an ethnicity minority suffered abuse for **1.5 times longer** before seeking help compared to those from a white British or Irish background.

Two women a week are killed by a current or ex-partner in England and Wales



On average **30 men** are murdered every year due to domestic violence



¹ Source: <https://lwa.org.uk/understanding-abuse/statistics/#:~:text=Domestic%20abuse%3A,and%2030%20men%20per%20year>



Many people experiencing domestic abuse have multiple needs and many are 'hidden' from services



Disabled women are **twice as likely** to experience domestic abuse as non-disabled women

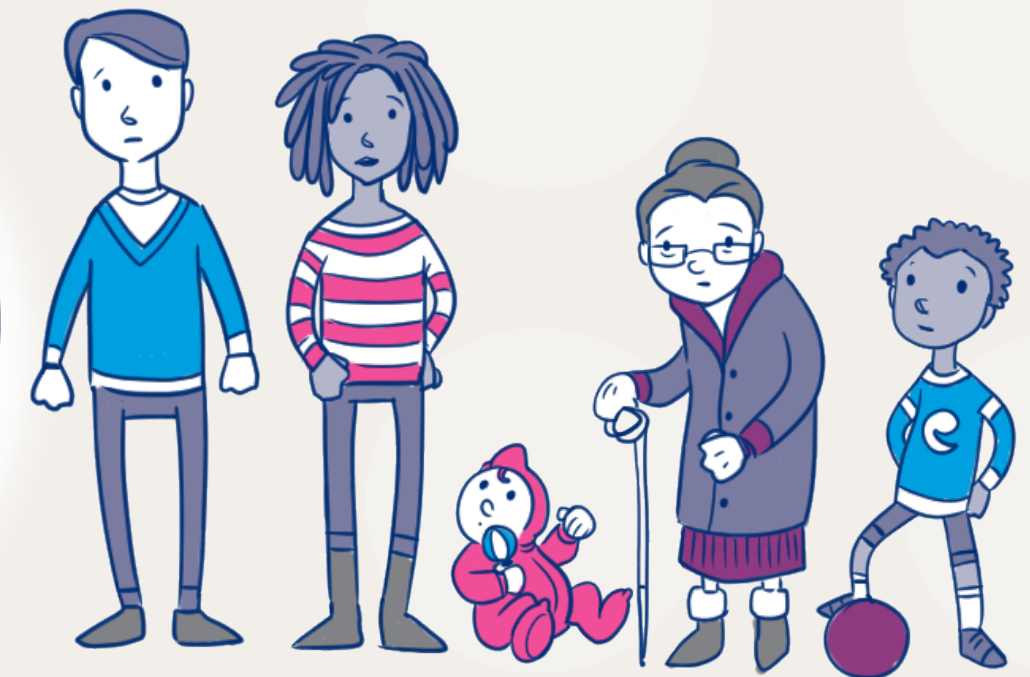
Research shows that a woman facing domestic violence has to make 11 contacts with agencies before getting the help she needs; however, this rises to 17 if she is from an ethnic minority

On average, older victims experience abuse for **twice as long** before accessing help as those aged under 61

32% of homeless women said domestic abuse contributed to their homelessness

Victims with mental health needs were more likely to have **problems with drug and alcohol use.**

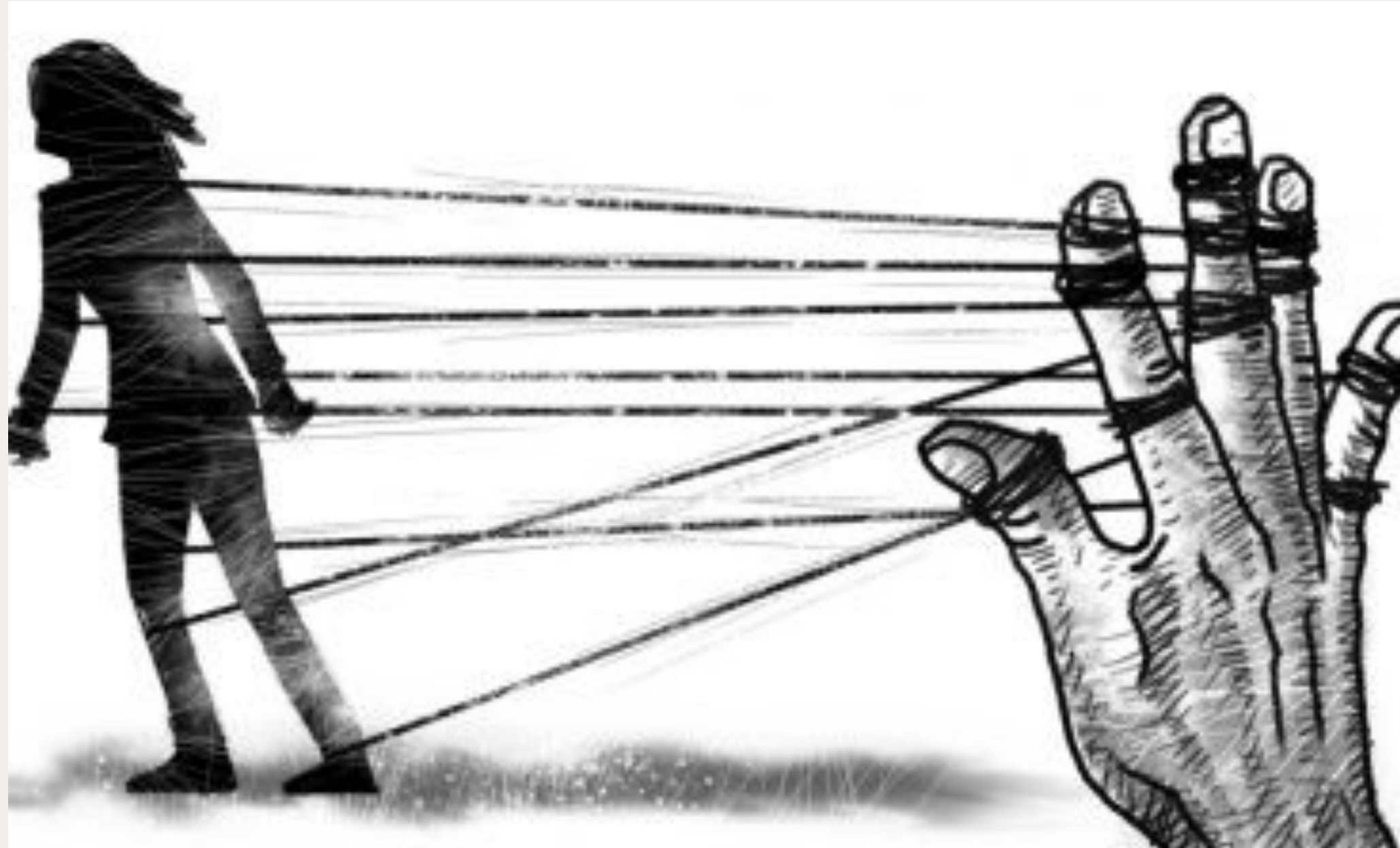
LGBT+ victims of domestic abuse are more than **twice as likely to have self-harmed** and are almost twice as likely to have **attempted suicide**



1 Source: <https://lwa.org.uk/understanding-abuse/statistics/#:~:text=Domestic%20abuse%3A,and%2030%20men%20per%20year>



Understanding Coercive Controlling Behaviour (CCB)



Definitions and terms



Breaking trust • Lying; withholding information; being jealous; having other relationships; breaking promises and shared agreements

Isolation • monitoring or blocking phone calls, e-mails and social media accounts, telling you where you can and cannot go; preventing seeing friends and relatives; shutting a person in the house

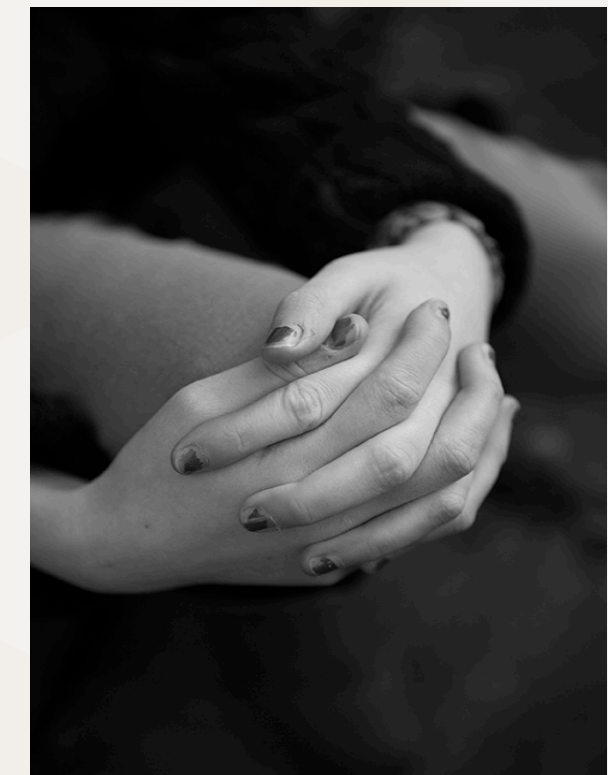
Harassment • following or checking up on you; not allowing you any privacy (for example, opening post, going through laptop, tablet or mobile), repeatedly checking to see who has phoned; embarrassing you in public; accompanying you everywhere you go

Threats • making angry gestures; using physical size to intimidate; shouting you down; destroying your possessions; breaking things; punching walls; wielding a knife or a gun; threatening to kill or harm you and the children; threatening to kill or harm family pets; threats of suicide

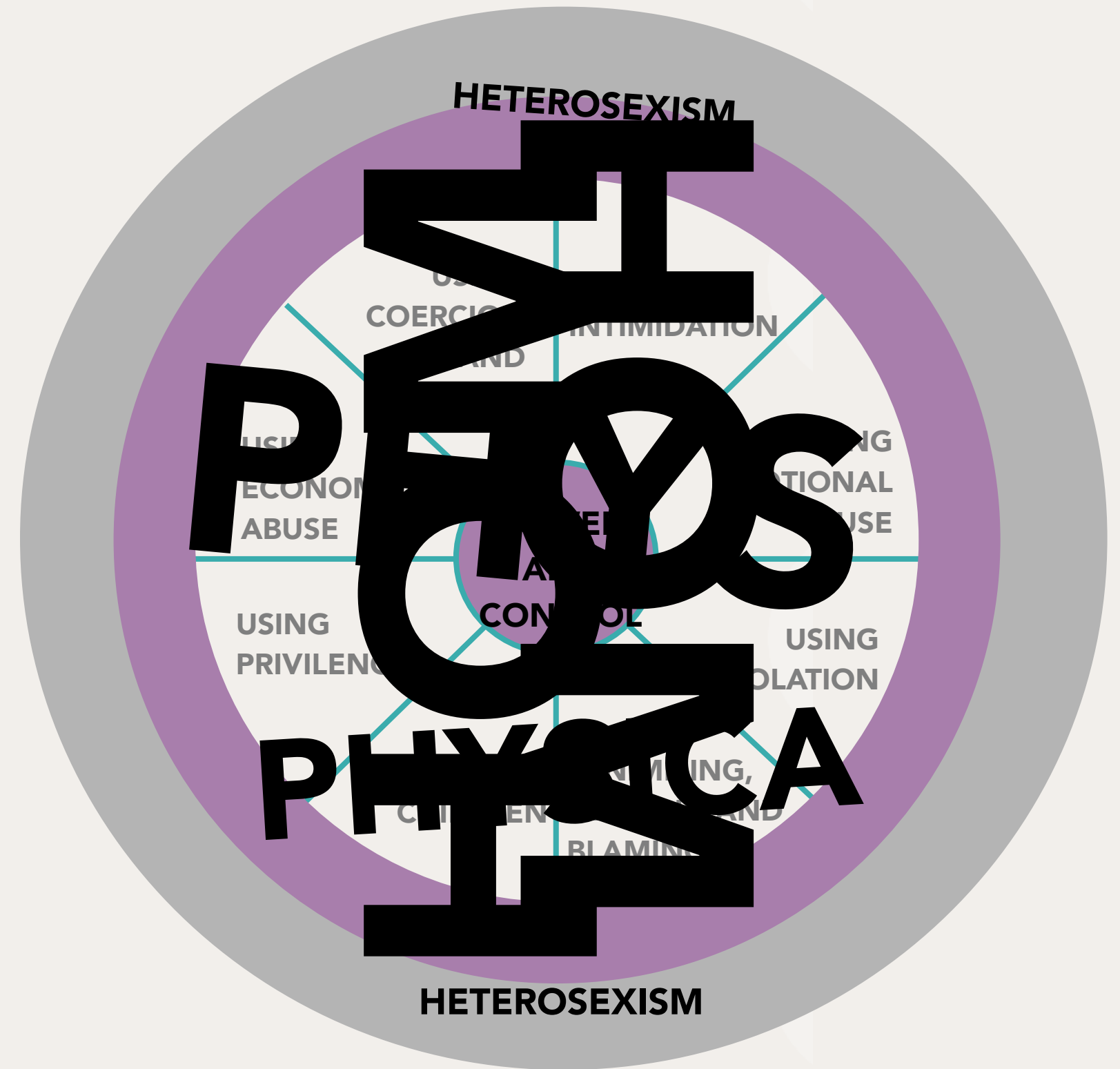
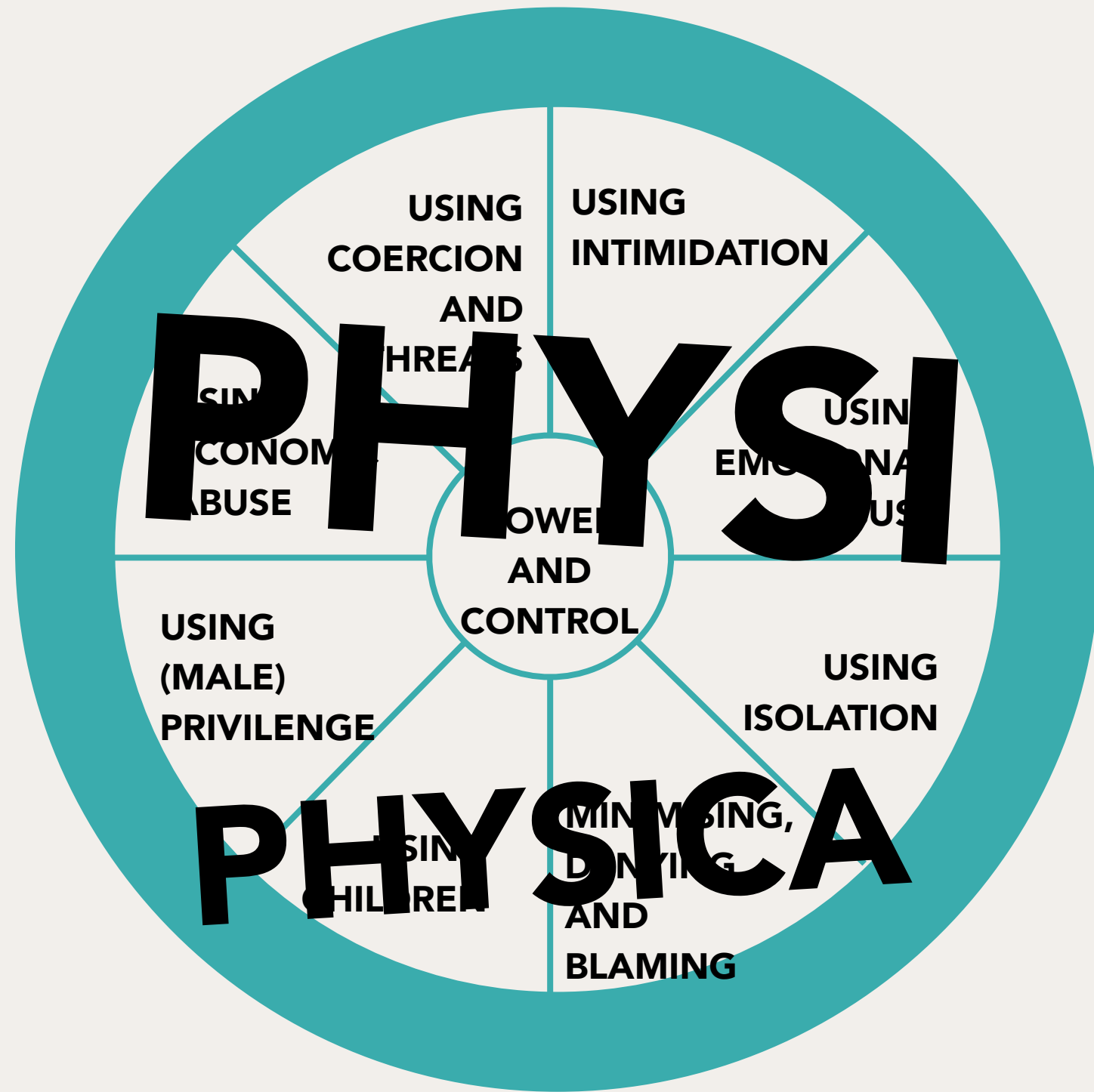
Sexual violence • using force, threats or intimidation to make you perform sexual acts; having sex with you when you don't want it; forcing you to look at pornographic material; constant pressure and harassment into having sex when you don't want to, forcing you to have sex with other people; any degrading treatment related to your sexuality or to whether you are lesbian, bisexual or heterosexual

Physical violence • punching; slapping; hitting; biting; pinching; kicking; pulling hair out; pushing; shoving; burning; strangling, pinning you down, holding you by the neck, restraining you

Denial • saying the abuse doesn't happen; saying you caused the abuse; saying you wind them up; saying they can't control their anger; being publicly gentle and patient; crying and begging for forgiveness; saying it will never happen again

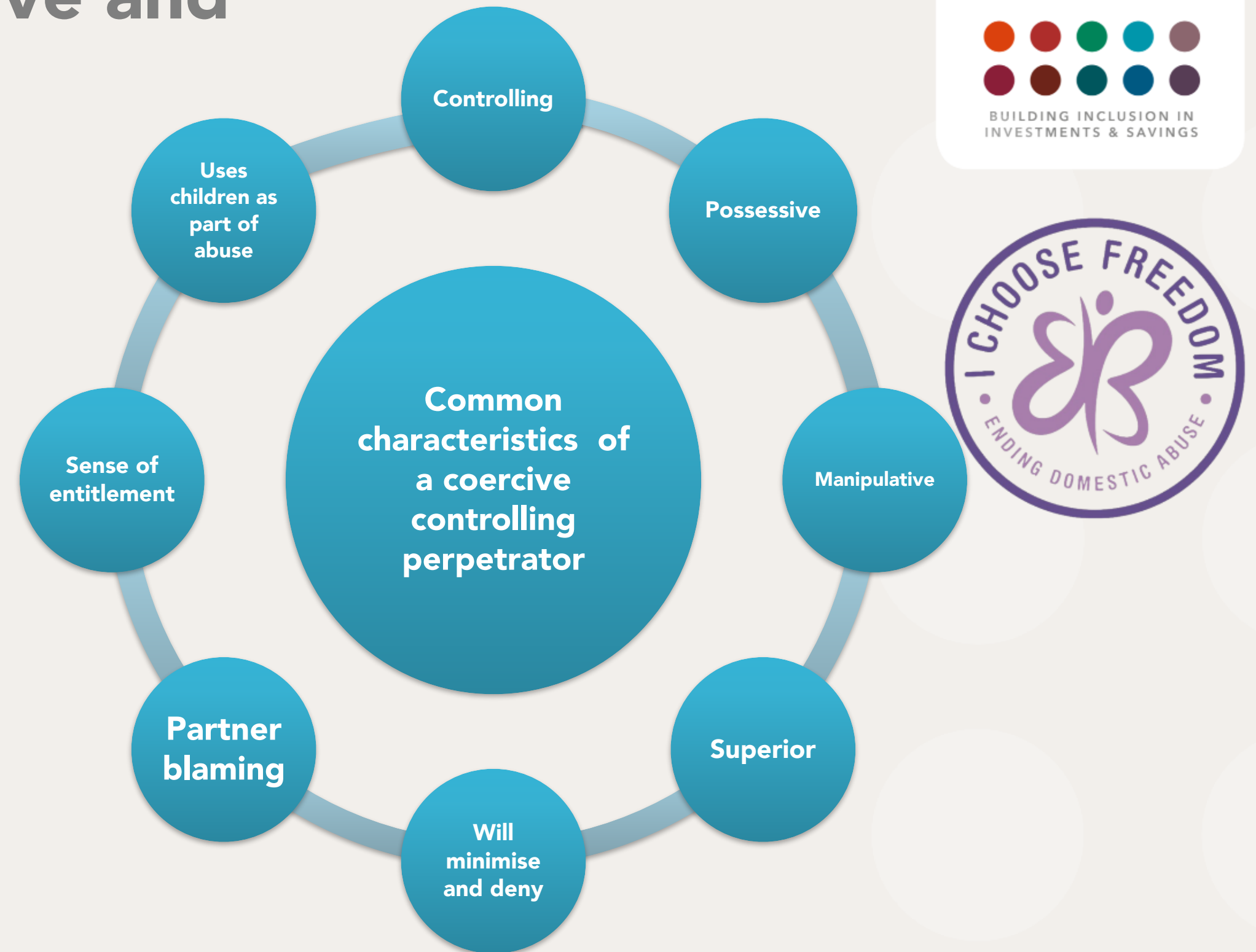


Power and Control wheels



Power and Control Wheel for Lesbian, Gay, Bisexual and Trans Relationships

Characteristics of a coercive and controlling perpetrator



Potential Effects of Domestic Abuse



PTSD

Self-harm

Lack of confidence

Low self esteem

Anger outbursts

Nightmares

Depression / Anxiety

Destructive behaviour

Difficulties forming relationships

Suicide

Withdrawn

Unwanted pregnancies

Drug /Alcohol use

Prostitution/ Escorting/ Provocative behaviour





THE LIVED EXPERIENCE

DOMESTIC ABUSE IN THE WORKPLACE

Preventing and tackling domestic abuse is an integral part of providing a safe and effective work environment, helping employers to deliver their duty of care.

What actions can be taken by employers:

1. Acknowledge

Understand the issues and acknowledge employer's responsibility to address domestic abuse

Enable colleagues to openly discuss this topic and provide a supportive workplace

2. Respond

Review your policies and processes to ensure you are providing a supportive workplace and can respond to disclosures

3. Refer

Provide access to organisations who can help employees affected by this issue



Understanding the issue

Being aware and proactive

- It is not always easy to detect when an employee is experiencing domestic abuse.
- Some indicators may point towards a problem with domestic abuse, but they could also be a result of a different issue such as ill health.
- An aware and proactive employer should be looking out for these issues more generally as an indicator that something might be wrong, without assuming it will be related to domestic abuse.
- The more supportive atmosphere the employer can create, the more likely employees are going to feel comfortable disclosing a problem with domestic abuse

Some indicators of domestic abuse include¹:

**Work
productivity**

**Change in
behaviour or
demeanour**

**Physical
indicators**

**Other
indicators**



¹ Find further details in the domestic abuse factsheet offered by the Diversity Project

Understanding the issue

Work productivity

Change in behaviour or demeanor

Physical indicators

Other indicators



Work productivity

- Change in the person's working patterns: for example, frequent absence, lateness or needing to leave work early
- Reduced quality and quantity of work: missing deadlines, a drop in usual performance standards
- Change in the use of the phone/email: for example, a large number of personal calls/texts, avoiding calls or a strong reaction to calls/texts/emails
- Spending an increased number of hours at work for no reason
- Frequent visits to work by the employee's partner, which may indicate coercive control



Changes in behaviour or demeanor

- Conduct out of character with previous behaviour
- Changes in behaviour: for example, becoming very quiet, anxious, frightened, tearful, aggressive, distracted, or depressed
- Being isolated from colleagues

Source: Department of Health / SafeLives

- Obsession with leaving work on time
- Secretive regarding home life
- Worried about leaving children at home



Physical indicators

- Visible bruising or single or repeated injury with unlikely explanations
- Change in the pattern or amount of makeup used
- Change in the manner of dress: for example, clothes that do not suit the climate which may be used to hide injuries
- Substance use/misuse
- Fatigue/sleep disorders



Other indicators

- Partner or ex-partner stalking employee in or around the workplace or on social media
- Partner or ex-partner exerting unusual amount of control or demands over work schedule
- Isolation from family/friends



A survivor's voice: tips and advice

- Treat your employees as professionals
- Signpost your employees to expert advice
- DO NOT advise mediation - Abusers use mediation as a means for further psychological abuse and manipulation
- Avoid judgment
- Allow employees access to private GP if this would be helpful
- Do not force disclosures be led by the survivor
- Be practical, allow employees time off for counselling, and locker space for valuables/emergency kit. Facilitate employees to keep copy paperwork such as passports, bills and certificates on office systems.
- Avoid the "Ideal Home Exhibition" style of family get togethers – i.e., I was under pressure to present a perfect home and family life to my employer, bringing spouse and children along to events. No disparagement of single parent families.
- Beware of long-term (after) effects on a survivor
- Zero tolerance for behaviour such as exchanging pornography in the office.



Guiding your approach

1. Making a commitment

- Define domestic abuse
- Tell all employees that the organisation:
 - understands the risks and consequences and DA
 - fully supports colleagues who experience DA
 - will NOT tolerate it and take action against abusive behaviours
- Lead from the top
- Foster a safe and supportive workplace culture
- Signpost to local and national support and advice agency contacts

2. Training and support

- Provide training to ensure that the organisation has staff who know what steps to take
- Take practical steps to encourage disclosure
- List steps to ensure those experiencing DA are able to work in a safe and supported workplace
- Consider making reasonable adjustments for those whose health and performance are adversely affected by DA
- Ensure those who have disclosed are not penalised by sickness or absence management systems
- Reinforce your commitment to challenge perpetrators
- Prioritise confidentiality

3. Going further

- Designate a senior HR person or senior leader with responsibility for your workplace policy on DA
- Designate a person who can be approached in confidence to discuss DA related issues
- Engage with your extended business network, including suppliers and customers
- Evaluate your approach in partnership with employees and report back periodically
- Work with a union to publicise the support on offer
- Share best practice with other employers. Learn from each other's experiences



Resources and Additional Support Services

999 in an
emergency

The Freephone
24-hour National
Domestic Abuse
helpline
0808 2000 247

Women's Aid
[helpline@wome
nsaid.org.uk](mailto:helpline@womensaid.org.uk)

ManKind
[admin@mankind
.org.uk](mailto:admin@mankind.org.uk)
01823 334 244

- Respect – 0808 801 0327 or visit mensadviceline.org.uk
- FFT (Friends, Families and Travellers) - 01273 234 777 or fft@gypsytaveller.org
- Traveller Movement – 020 7607 202 or info@travellermovement.org.uk
- Rise Brighton 01273 622 822 or helpline@riseuk.org.uk
- Galop – info@galop.org.uk

Resources for employees experiencing domestic abuse:

- [The Freephone 24 Hour National Domestic Violence Helpline](#)
- [Bright Sky app](#)
- [ManKind: advice and support for men experiencing domestic abuse](#)

Resources for employers:

- [Department of Health / SafeLives: Responding to colleagues experiencing DA](#)
- [Domestic Violence Resource manual for employers \(developed in partnership with Refuge and Respect\)](#)
- [EHRC / CIPD Domestic abuse: guidance for people professionals on supporting employees](#)
- [EHRC - Domestic Abuse: workplace policies and managing supporting employees](#)
- [Sentencing Council guidelines on domestic abuse](#)
- [Employers' Initiative on Domestic Abuse \(eida.org.uk\)](http://eida.org.uk)
- [The Intervention Initiative toolkit: University of Exeter](#)
- [Unison - Domestic violence and abuse: a trade union issue](#) (it includes Model workplace agreement on domestic violence and abuse on page 25)





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Facebook – I Choose Freedom



Q&A



Back up slides



Power and Control wheels

