

Domestic Abuse

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



Domestic Abuse can affect anyone: Women, Men and the LGBTQ+ community.

There is not a 'typical' victim of domestic abuse - all ages, disabilities, ethnicities, races, backgrounds, cultures etc can be affected.

Potential signs of domestic abuse



Work Productivity

- Change in working patterns: frequent absence, lateness or needing to leave early
- Reduced productivity and quality of work produced: missed deadlines, poor quality work
- Unexplained increase in work hours
- Frequent visits during the working day from employees partner



Changes in behaviour or demeanour

- Behaving out of character
- Seeming more withdrawn, anxious, upset, distracted, depressed
- Isolating themselves from colleagues
- Changes in phone habits – checking phone more frequently, excessive personal calls or texts
- Secretive regarding life outside of work



Physical indicators

- Visible bruising or unexplained/repeated injuries
- Change in pattern or amount of make-up used
- Change in dress style (e.g., inappropriate for climate, possibly to hide injuries)
- Substance use/misuse
- Fatigue/sleep disorder

Other indicators

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

While the above indicators could suggest domestic abuse, it's crucial to recognise that they might also indicate other problems, such as health issues. A vigilant and proactive employer should be attentive to these signs in a broader context, recognising them as potential indicators of a problem without making assumptions that they always link to domestic abuse.



Domestic Abuse



RESOURCES

Resources for employees experiencing domestic abuse:

[The Freephone 24 Hour National Domestic Violence Helpline](#)

In partnership between Women's Aid and Refuge.

Freephone: 0808 2000 247

nationaldomesticviolencehelpline.org.uk

[Bright Sky app](#)

[ManKind](#): advice and support for men experiencing domestic abuse

Resources for employers:

[Department of Health / SafeLives](#)

Responding to colleagues experiencing domestic abuse

[EHRC / CIPD Domestic abuse: guidance for people professionals on supporting employees](#)

[Sentencing Council guidelines on domestic abuse](#)

[The Employers Initiative on Domestic Abuse](#)

[EHRC - Domestic Abuse: workplace policies and managing supporting employees](#)

[The Intervention Initiative toolkit: University of Exeter](#)

[Domestic violence resource manual for employers](#)

developed in partnership by Refuge and Respect

[Unison](#) – Domestic violence and abuse: a trade union issue

999 in an emergency

Galop
info@galop.org.uk

The Freephone, 24-Hour
National Domestic Abuse
Helpline
0808 2000 247

ManKind
01823 334244
admin@mankind.org.uk

Women's Aid
helpline@womensaid.org.uk

Respect - 0808 8010327
or visit
mensadviceline.org.uk

Rise
helpline@riseuk.org.uk

