

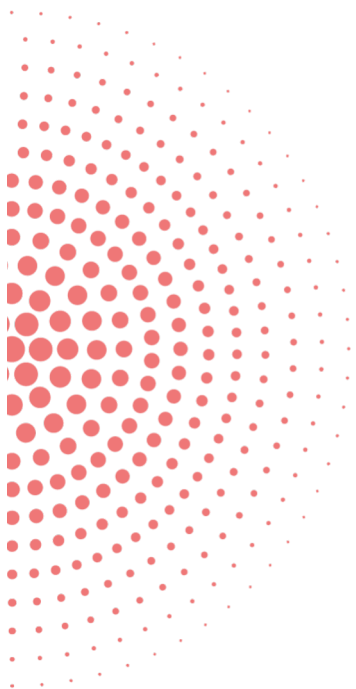


employers'
initiative
on domestic abuse

Delegate Pack

Thursday 26 November

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Agenda



Welcome & Update

- **Elizabeth Filkin CBE**, Chair, Employers' Initiative on Domestic Abuse

Beacon Presentations

- **Nick Read**, Global CEO Vodafone and Founding EIDA Beacon
- **Christopher Evans**, Joint CEO Collinson Group and Founding EIDA Beacon
- **Dermot McDonogh**, COO, Goldman Sachs International

Survivors Stories

- **Sharon Livermore**, Founder and MD of Kameo Recruitment tells her story (survivor)
- **Samantha Billingham**, Founder of SODA (Survivor)

Everyone's Business Campaign Awards

- **Patrick Ryan**, CEO Hestia

Asks & Summary

- **Lorraine O'Brien**, CEO, Employers' Initiative on Domestic Abuse

Speaker biographies

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**Nick
Read**

Global CEO
Vodafone

Nick Read was appointed Group Chief Executive Officer on 1st October 2018 and has been a member of the Vodafone Group PLC Board since 1 April 2014. Since joining Vodafone in 2001, Nick has held a variety of senior roles including Group CFO, CEO of AMAP and CEO of Vodafone UK. He has been a Board member of the listed companies of Vodacom, Safaricom, and Vodafone Qatar, our subsidiaries in India and Egypt, and our joint ventures, VHA in Australia and Indus Towers in India.

Prior to joining Vodafone, he held senior global finance positions with United Business Media Plc and Federal Express Worldwide. Nick has been a Non-Executive Director of Booking Holdings Inc since March 2018. Nick is a Fellow Chartered Management Accountant and a Chartered Global Management Accountant, with a BA (Hons) in Accounting and Finance.



**Christopher
Evans**

Joint CEO
Collinson Group

Christopher is responsible for leading our global teams to deliver our business vision, commercial goals and strategy. He continually challenges himself and others to improve and deliver smarter client solutions and customer experiences. He works in close partnership with our teams across our four regions.

His previous experience includes 17 years of international marketing and management responsibilities at leading fragrance and cosmetics house, Coty International, for brands such as Calvin Klein, Davidoff, Adidas and Rimmel, across regions including Europe, Russia, Africa, the Middle East and North America.



**Dermot
McDonogh**

COO
**Goldman Sachs
International**

Dermot is Chief Operating Officer for EMEA. In addition, he is Chief Executive Officer of Goldman Sachs International Bank. Dermot is a member of the Firmwide Risk Committee, Firmwide Asset Liability Committee, Firmwide Enterprise Risk Committee and European Management Committee.

Prior to assuming his current role, Dermot was the firm's international controller. He joined Goldman Sachs in 1994 as a product controller in the Finance Division in New York, where he worked for six years before relocating to London. Dermot was named Managing Director in 2003 and Partner in 2010.

Dermot earned a degree in Finance from the University of Limerick in Ireland.

Speaker biographies

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**Sharon
Livermore**

Founder and MD
**Kameo
Recruitment**

Sharon Livermore, Director of Kameo Recruitment, established her business in 2018. Her mission is to raise awareness of domestic abuse. Through Kameo and her team, they actively encourage businesses in Cambridge, (UK) to clue up on domestic abuse, the many forms it takes, the myths and how to identify a victim in the workplace.

Sharon has dedicated her career to creating a positive impact and to end the perception and associated stigma that comes from the belief that 'what happens in another's home isn't our business.' Domestic abuse is everyone's business.



**Samantha
Billingham**

Founder
Soda

Sam was in an abusive relationship for 3 years, but didn't realise she had been a victim until she found the strength and courage to leave.

She left in November 2006 and since May 2009 she has dedicated her time and experience to creating her own support group to support others. Her voluntary work has lead her to use social media and the media as a platform to not only raise awareness but to also give hope and inspiration to others.



**Patrick
Ryan**

CEO
Hestia

Patrick Ryan is CEO at Hestia, a charity that for the last 50 years has worked with adults and children in crisis across London and the southeast. Under Patrick's leadership, Hestia has increased its reach to people in crisis, supporting close to 16,000 people each year. Hestia is home to UK SAYS NO MORE, a national anti-domestic abuse and sexual violence campaign and is also the creator of Bright Sky, an app to support victims and survivors.

Hestia is also home to Everyone's Business - the cross-sector partnership programme putting employers at the heart of tackling domestic abuse by providing free, necessary and bespoke tools to recognise the signs and play an active role in prevention. Patrick is a UKCP registered psychoanalytic psychotherapist.

Message of support from Victoria Atkins, MP

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Domestic abuse is an abhorrent crime and remains the single most harmful crime with 2.4m victims each year. The costs related to domestic abuse in England and Wales are estimated at around £71 billion per annum (based on Home Office estimates derived in 2017 and expressed in today's prices). We all know that anyone can be a victim of domestic abuse, regardless of gender, age, ethnicity, socio-economic status, sexuality or background. However, for so many, it is the workplace that offers the respite and support they need.

It is this reason that I am so glad to support the Employer's Initiative on Domestic Abuse (EIDA), and the essential role they play in tackling domestic abuse. Not only do EIDA help raise awareness of domestic abuse among all their employees, they reassure employees that there is help and support available, whether that is online support, helplines, refuges and local support services.

I am so very pleased to hear that Home Office funding has helped EIDA to expand their communications activity and focus on providing these essential services to employers. EIDA's network reach is now almost 5 million employees across the globe, with almost 450 member organisations. This is something about which EIDA should rightly be proud. The Home Office, as well as other government departments, are pleased to be longstanding supporters. This support becomes all the more important during the pandemic, which has shone a light on this horrific crime, as many victims find themselves working from home, illustrating how important having a safe place to work – whether at home or in an office - is.

Message of support from Victoria Atkins, MP

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The pandemic has also seen real innovation from employers, in offering support to employees facing domestic abuse during restrictions. Whether that is pharmacies providing safe spaces in their shops for customers facing domestic abuse to gain access to domestic abuse services, or companies helping employees arrange hotel accommodation and help them move. This why I am so proud to have funded Hestia to set up an employer helpline for those whose staff are experiencing domestic abuse.

I am working closely with the Department for Business, Energy and Industrial Strategy. The review into the support which employers provide to victims of domestic abuse within their workforce and whether it can be strengthened, is something I am taking a keen interest in. I will continue to do so through the landmark Domestic Abuse Bill and beyond. I am keen that we build on this momentum to help promote a cultural change and better awareness across society. Survivors of domestic abuse want this, need this and deserve this.

Finally, I would like to offer my congratulations to EIDA's new 'Beacons', including Vodafone, Goldman Sachs and Collinson. I celebrate the work you are joining to campaign against domestic abuse and the support you are providing employees within your own organisations. You are helping to carry one simple message to all victims and survivors, **that you are not alone.**

New members



We would like to take this opportunity to welcome all new members that have joined the Employers' Initiative on Domestic Abuse

- Akinova Ltd
- AWARE
- AXA
- Birmingham City Council
- Cleveland Police
- Close The Gap
- Collinson Group
- Construction Testing Solutions
- Crimestoppers
- Danske Bank UK
- Devon NHS Partnership
- Domestic Abuse Commissioners Office
- DVSA
- East Light Homes
- For Baby's Sake
- Goldman Sachs
- Haven Refuge
- Houses of Parliament Restoration and Renewal Programme
- HSBC
- Information Commissioner Office
- JDX Consulting
- London Muslim Centre
- Low Level Waste Repository Ltd
- Magenta Insurance
- Magnox
- National Federation of Small Businesses
- National Federation of Small Businesses
- National Grid
- Newman Catholic College
- North Star
- Office of Aspana Begum
- Office of Chris Elmore MP
- Office of Christine Jardine MP
- Office of Sarah Champion MP
- PAUSE
- Payara Services
- Peterborough Telegraph
- Police Now

New members



We would like to take this opportunity to welcome all new members that have joined the Employers' Initiative on Domestic Abuse

- Police Now
- Royal Berkshire NHS Trust
- Shepherd and Wedderburn LLP
- Silva Care Ltd
- Slaughter and May
- Techspert.io
- Timpson
- Treat Me Right CIC
- TTC Group
- Victim Support (Hampshire)
- Waltham Forest College
- Winchester County Council
- Womens Pioneer Group
- WNS Comms
- Wokingham Borough Council
- Womens Pioneer Housing
- Victim Support (Hampshire)

Member updates

.....

We are delighted to show case some of the remarkable work and support some of our members have done since our last Network Meeting.



onEvidence

onEvidence are working with Liverpool John Moores University to produce a domestic abuse guidance toolkit for staff/students. We will also speak at the CPS 'Festival of Inclusion' on 2 Dec, where we will introduce two evidence-based domestic abuse training packages for professionals.



AXA Insurance

We have created a Domestic Abuse Working Group within the company to drive change, including creating a domestic abuse policy.



Treat me right!

We run workshops on raising awareness of domestic abuse and how to make referrals to specialist organisations and building partnerships with specialist organisations to provide a quick and effective response to those who seek our help.

Member updates

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UCL London

Preventing harm in research has been a significant focus for UCL in the last few months. As a result of becoming members of EIDA we are updating policies and ensuring training covers necessary information about safeguarding and harm prevention.



EY

London Bridge employers EY, PwC, Norton Rose Fulbright and Gowling WLG, with Team London Bridge are running a series of webinars on domestic abuse topics during the 16 days of activism for employees and welcoming others whose employers might not have the infrastructure for this support.



Leicestershire Police

Our programme is fully up and running, with 30 champions trained up and a website built that provides sources of info. Brightsky app installed on all force devices. An agreement is in place that ensures all of our people affected by domestic abuse will be dealt with by a specialist domestic abuse unit.

Member updates

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TecSOS

Thames Valley Partnership have been developing the Bright Sky webpage in partnership with Hestia. This will enable organisations (and the public) to access the Bright Sky App content from their desktops as opposed to only being available to those with smart phones.



Sheffield University

During October, The University of Sheffield used our staff newsletter to show our support. We focused on Domestic Abuse on our Staff Wellbeing site, updating content weekly to survivors, colleagues and managers signposting them to help and advice promoted by the Everyone's Business Advice Line.



Confederation of British Industry

Launched domestic abuse policy and support (financial support, paid leave, reasonable adjustments), held lunch and learn supported by EIDA, EIDA provided an article for CBI website on domestic abuse.

Member updates

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Everis

We are now looking at further initiatives and awareness sessions we must consider with EIDA being one of our target topics.



Skanska UK

We will be running 16 days of action campaign consisting of pre recorded webinars and EIDA, Hestia, Mankind and Southall Black Sisters all around unpacking the different facets of Domestic Abuse and anonymised case studies from individuals in the business.



For Baby's Sake

The For Baby's Sake Trust is delighted to have joined EIDA and is grateful for the warm welcome. Members might find it useful to know about our programme, For Baby's Sake, which aims to bring an end to domestic abuse and give babies the best possible start in life. It is the UK's first whole family change programme which starts in pregnancy, continues until the baby is aged two and works with both mother and father. Find out more and watch their new animated film via their [website](#)

Member updates

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Hogan Lovells

Hogan Lovells International LLP are exploring ways of providing pro bono legal advice in order to support EIDA throughout 2021, from advising on drafting contracts to contributing to an updated Employer's Toolkit to help those affected by domestic abuse. This builds on their existing work to support survivors, as Hogan Lovells provided legal advice to develop the BrightSky App for their 2017-19 London charity partner, Hestia, and they are currently collaborating with Hestia and Gordon Nardell QC to draft proposed amendments to the Domestic Abuse Bill.



Haven Refuge

Domestic Abuse: Supporting employees in the workplace webinar on 1st December 2020 and sent details to a LinkedIn contact about EIDA



Houses of Parliament Restoration and Renewal Programme

Working on 5 days paid leave for victims to attend solicitors meetings and/or court.

Member updates

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We are delighted to show case some of the remarkable work and support some of our members have done since our last Network Meeting.



Janus Henderson

Have recently joined EIDA



University of Cumbria

Conducted recent work about men's post-separation experiences of abuse that could be relevant to be shared



Better Lives Training Limited

Pro bono training deliveries provided to 2 local DA outreach services & safeguarding training package for SEA Trustees.



ISM Pension Services

Delivered an Awareness Event on 5th August focusing on Male Victims . The event was attended by hundreds of professionals from across the Country and the event was extremely well received. I seek to maintain the impetus and further events are in the planning stages.

Member updates

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Bedfordshire Police

Excellent response to our presentation about the Plus program last meeting. Currently supporting South Yorkshire Police, Hertfordshire Police and the Jo Slovo Foundation in South Africa about potential uses of the scheme



Police Now

Drafting guidance on how to support staff if they are victims of abuse/managing someone who may be a victim.



TTC Group

We are new to the group and would like to use this opportunity to kick start our campaign. We are using our weekly check-in as an opportunity for our colleagues to let us know if they feel safe within their own home.



Food Standards Agency

Domestic abuse awareness session for all staff

Member updates

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We are delighted to show case some of the remarkable work and support some of our members have done since our last Network Meeting.



Bank Workers Charity

Following the distribution of our Domestic Abuse policy, we are arranging Domestic Abuse Awareness training for our Line Managers, through Hestia, Everyone's Business.



Sellafield Ltd

We have trained about 25 more Domestic Abuse Contacts during October/ November. Training has been run by The Freedom Project, a domestic abuse charity based in West Cumbria. We have used Zoom sessions, with breakout rooms for discussions, and it worked very well.



The Mankind Initiative

We have launched a short online course (CPD accredited) with ME Learning called "Supporting Male Victims of Domestic Abuse". It is ideal for employers. Link: <https://hubs.ly/H0yPqtR0>

Member updates

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We are delighted to show case some of the remarkable work and support some of our members have done since our last Network Meeting.



Rabobank

Rabobank

We are developing a roadmap for our work in this area with the hope of being able to launch something to our employees (draft DA policy and/or sign up to an info sharing online event) to coincide with White Ribbon Day 25 Nov. Charity partner lined up but we are waiting for project sign off..



Birmingham City Council

Birmingham City Council's first DA safe space offer for employees



Shared Lives Plus

Shared Lives Plus have accessed MHCLG's DA fund to deliver Shared Lives arrangements from now- Jan 2021. Matching men and women with and without care needs, to move in with approved hosts. Receiving care from their host if they need it and staying in a place that feels like home.

Member updates

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South Yorkshire Police

SYP are currently rolling out the College of Policing licensed Domestic Abuse Matters Training with SafeLives. Alongside, we are surveying staff about their personal experiences of DA to strengthen our offer of support and ensure our internal DA policy is fit for purpose.



Alpha Vesta CIC

We are continuing to run fully-funded awareness sessions and training workshops to embed culture and build understanding around domestic abuse in the workplace.



Peony & Magnolia

Due to speak in December to a CIPD HR Independent networking group on the subject of duty of care and DA. Will share and reference EIDA during this session.

Member updates

.....

We are delighted to show case some of the remarkable work and support some of our members have done since our last Network Meeting.



UK Says No More

Have launched The Everyone's Business Advice Line



Tools4change

The Evidence Based Gateway Programme - awareness for those who are/have experienced controlling and abusive relationships has been adapted for risk managed remote provision during C19. Exclusively for those who have left the relationship.



Peabody

Peabody will launch a network of volunteer Domestic Abuse Champions on the 25th November; the role will be to support and signpost colleagues who are experiencing domestic abuse.



Transform Housing and Support

We have been reviewing our Domestic Abuse policy to strengthen the policy and guidance in relation to our clients. Alongside this we exploring a more extensive training offer.

Member updates

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We are delighted to show case some of the remarkable work and support some of our members have done since our last Network Meeting.



Hampshire Constabulary

We are working to develop internal processes for police officers and staff who are victims of DA. This is a very tricky area for police forces and we are very keen to hear from any forces that have made progress in this area.



Huntercombe Group

We are early on in our recognition of domestic abuse and how the workplace can support, so this is very much a learning opportunity for me.



Department
of Health &
Social Care

Department of Health

The staff support group at the Department of Health and Social Care has received training in October from SafeLives with a great turnout of nearly 30 attendees, all now ready to help support any colleagues in need.



HSBC

Have recently joined EIDA.

The EIDA Beacon Programme

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EIDA is a network of employers formed to make a change to the way domestic abuse is handled in the UK, by raising awareness and sharing best practice. We believe that every employer has a role to play. By working with EIDA you can help to reduce the wall of silence around domestic abuse which prevents so many people from seeking help.

What are Beacons?

As an EIDA Beacon you will stand up for people facing domestic abuse in your business and organisations across the UK.

For EIDA to grow its presence it needs to be on the mind of more people, spreading its important messaging with impact and relevance. EIDA has to broaden its reach into new demographics, geographies and channels, reaching new potential partners.

If, in your business, you validate and approve helping those facing domestic abuse so will your colleagues, employees and so will other business leaders whom you influence.

EIDA needs your help to raise awareness and as an introducer and partner builder within the employer space

The EIDA Beacon Programme

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The benefits and impact of becoming an EIDA Beacon

- The opportunity to become a Founder EIDA Beacon and propagate positive change within your business
- Access to the Everyone's Business suite of training and development. Bespoke to your business with access to specialists who would offer a strategic review of domestic abuse action for your company.
- Dedicated account management to implement processes and procedures to support victims, survivors and potential perpetrators.
- Visibility and access to case studies and the sharing of best practices from other members
- Links from the EIDA website to your website
- Speaking opportunities at EIDA events including our networking events held at the House of Commons
- Tickets to exclusive EIDA network events with branding and sponsorship opportunities
- Free entry to the Everyone's Business Awards (normal value of £2k)

Our Asks of you

- **Introduce other businesses to become an EIDA member**
- **Raise awareness to your staff and customers about the Bright Sky app, helping us to reach 1 million downloads**
- **Could your business support the Safe Spaces Scheme?**
- **Consider if your business could support EIDA with pro-bono services or financial support**

To find out more and how to sign up please contact Kelly Wilde – support@eida.org.uk

Our Beacons



SLAUGHTER AND MAY

Everyone's Business Campaign Awards



Natalie Curtis Safety & Sustainability Specialist

“To be formally recognised by being awarded Everyone’s Business Award is absolutely fantastic. I’m so proud to be an industry first and appreciate the support and commitment Balfour Beatty has demonstrated. To know that the information published on own internal channels has helped others get the support they deserve is life-changing and life-saving. Domestic Abuse is all our business.”

Balfour Beatty



Everyone's Business Campaign Awards

Jason Harwin, Deputy Chief Constable

“Lincolnshire Police and the Office of the Police and Crime Commissioner for Lincolnshire were delighted when the Everyone's Business Project accepted our request to work in partnership in 2019/20. The values of the programme are in line with our principles of policing with PRIDE and we are proud to receive accreditation earlier this year.

COVID19 has seen further challenges and we produced guidance for managers to ensure they can further recognise the signs, utilise staff 1:1s and promoted where staff and officers can seek help outside of the force if they need to.

The force has also invested funding to continue the Make a Change programme in the county with our partners – providing a service for those who are concerned about their behaviour. Our goal remains to talk openly about domestic abuse and provide supportive responses.”



**Lincolnshire
POLICE & CRIME COMMISSIONER**
SAFER TOGETHER



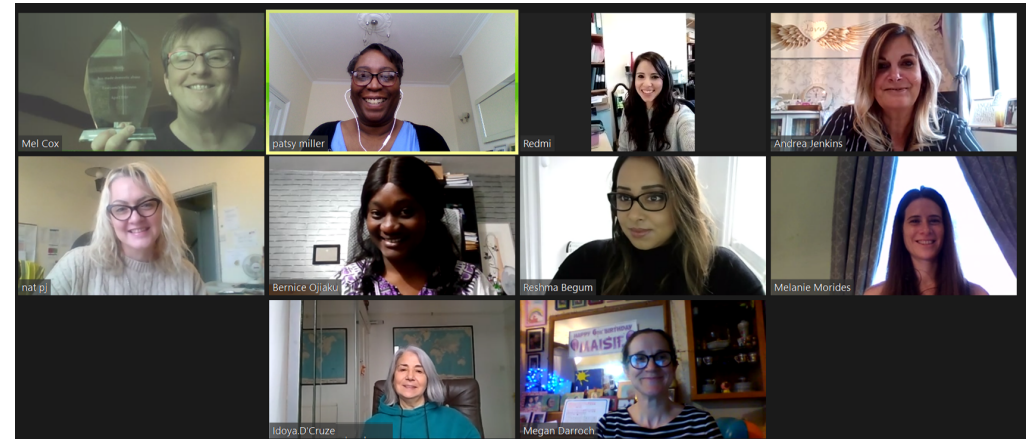
PCC Marc Jones (left) & DCC Jason Harwin (right)

Everyone's Business Campaign Awards

Mel Cox, HR Director

"As an organisation that supports those that have experienced domestic abuse within our work, it was paramount that we also made our workplace a supportive environment for any employees. From our understanding of domestic abuse we knew that a holistic approach would be needed to ensure our employees truly felt supported, as well as the importance of providing them with options to tailor the response to their individual needs.

We are proud to be the first charity to offer paid leave for domestic abuse, as well as providing our employees with direct access to an IDVA, support from domestic abuse ambassadors, a secure online portal for information, a wide comms campaign to raise awareness and a dedicated DA policy to clearly lay out what our employees can expect from us as an employer. "



Everyone's Business Campaign Awards

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Iain Turner, Corporate Compliance Manager

“At Wandle, we were always focussed on how we respond to reports of domestic abuse from our residents, but had never thought about our own staff. Working with Hestia to get the Everyone's Business Award has transformed our approach to how we support staff who may be enduring domestic abuse. We now have a team of Champions from across the organisation and a clear Policy on how we can and will help any staff who are enduring abuse. Receiving this Award represents a really significant step in our ambitions to become an exemplar in the housing sector in tackling domestic abuse. Thank you!”



Employers' Initiative in the news

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International business is acting against domestic abuse

HR magazine

2 November 2020

<https://www.hrmagazine.co.uk/article-details/international-business-is-acting-against-domestic-abuse-1>

Domestic abuse has been shown as a global shadow pandemic during Covid-19, with lockdowns in different countries leading to similar spikes in calls for help to police and local support services. We are pleased to see that EIDA members with international offices are playing their part in ensuring that policies and guidelines in their UK offices are mirrored in the offices abroad.

Why the rise in domestic abuse is all our business

The HR Director

2 November 2020

<https://www.thehrdirector.com/features/health-and-wellbeing/the-role-global-business-can-play-in-tackling-the-international-issue-of-domestic-abuse/>

Governments and services across the world are working to tackle domestic abuse from laws that prevent perpetrators returning to their homes to campaigns encouraging survivors to speak out despite the Covid-19 lockdowns.

BBC Radio 4 – why now is the time for business to act against domestic abuse

20th November 2020

Elizabeth Filkin has been interviewed as England enters its second month-long lockdown and spoken about the importance of employers keeping in contact with employees and ensuring that support services are signposted. Listen to the interview here:

<https://www.eida.org.uk/media-coverage>

Political update

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Prime Minister urged to join the Employers Initiative for Domestic Abuse

The Employer’s Initiative for Domestic Abuse (EIDA) was put firmly on the Prime Minister’s radar by Labour MP, Chris Elmore, during a passionate exchange in the House of Commons on November 4th.

Using a question during the weekly session of Prime Minister’s Question Time (PMQs), the MP for Ogmore, asked the Prime Minister to ensure that a well-resourced plan was in place for addressing domestic abuse during this second national lockdown in England.

Chris Elmore MP said: *“The Government will be aware of the staggering increase in Domestic Abuse through the pandemic, with Refuge reporting a 50% increase in the use of their hotline. Meanwhile, the Employers’ Initiative on Domestic Abuse, which his predecessor supports, warn of huge risks by home working to many people facing Domestic Abuse.*

“Domestic Abuse has no borders, so can the PM ensure that the UK Government, before a second English lockdown begins, produces a well-resourced plan for addressing Domestic Abuse – and will he join me, and South Wales Police and members from across this House in himself becoming a member of the Employers’ Initiative on Domestic Abuse to send a clear signal that no one should have to live with violence in their homes?”

The Prime Minister acknowledged the implications of lockdown particularly on “repeat victimisation in domestic contexts”, calling the fact “intolerable” and pointing to welcome action taken by the Government in the form of helplines and investment in refuges and mental health support.

Lorraine O’Brien, CEO of the EIDA, welcomed the issue being raised:

“We are delighted to have the support of parliamentarians from all parties and thank Chris Elmore and the Prime Minister for supporting our cause. We hope the PM will join his colleagues by joining our network; the role of employers in tackling domestic abuse has become even more apparent during the pandemic and ongoing commitment from high profile and influential employers will make a huge difference to our aim of stopping domestic abuse in all its forms, once and for all.”

The exchange can be found here:

https://drive.google.com/file/d/1VEJR6OGIhEp1oePxKQSfBOQh_sdvMMsg/view

Lockdown messaging

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This lockdown presents the same risk to those experiencing abuse as it did in March. Prolonged periods at home for some means risk to their physical and mental wellbeing, even their life.

We all know that employers can offer a lifeline by being the one source of daily communication that someone has outside the home, which is we have been calling on employers to step up the way they look out for their staff during this period.

With many businesses better prepared for this lockdown, and not having to use as much time and resource preparing, setting up IT, checking systems, reviewing work patterns, we urged for that time to be spent investing in establishing domestic abuse policies and putting measures in place to identify and support staff that may be suffering.

We have made three asks:

- Mandate all staff to download the [brightsky app](#) on their work mobiles
- [Download the EIDA Toolkit](#)
- Host links to support services prominently on intranets:

[National Domestic Abuse helpline](#)

[Hestia everyone's business advice line](#)

[Refuge](#)

[Crimestoppers](#)

[Safe Spaces](#)

Covid update – November Lockdown

Covid Update – November Lockdown

Although the guidance on working from home over the course of this year has varied in each of the nations of the UK, the changes made in England this week mean that the UK, Scottish, Welsh and Northern Irish Governments are all once again advising us to work from home where possible.

Sadly, we know from the experience of lockdown earlier this year that periods of working from home can often coincide with an increase of incidents of domestic abuse, as the workplace is often the only safe space for those at risk. These periods can also be difficult for survivors of domestic abuse, who may feel isolated or anxious.

With that in mind, we thought it would be helpful to remind you of the proactive steps you can take to support employees who are at risk of domestic abuse, or have experienced it in the past, whether they are working from home or in the workplace.

- Keep in touch with employees you know, or fear, may be facing abuse and also alert colleagues to keep in touch with those they suspect may be facing abuse or struggling with isolation. This could take the form of regular video or phone calls, so that employers can have face-to-face contact with employees, or where this presents risk of being overheard, through emails or text messages.

- Continue to signpost employees to support services through your own internal communications and social media platforms, in particular:
- The Bright Sky mobile app, available in English, Urdu, Punjabi, Polish and Welsh, and free to download from the App Store or Google Play, which provides support and information to anyone who may be experiencing domestic abuse or is concerned about someone they know.
- The National Domestic Abuse Helpline is available 24-hours a day, for free and in confidence on 0808 2000 247.
- The [Safe Spaces](#) programme provides safe spaces in Boots pharmacies, Superdrug pharmacies, Morrison's pharmacies and independent pharmacies across the country for those affected by domestic abuse to access specialist support.

You can also find further advice online in our [Toolkit for Employers](#), and the [Bright Sky website](#) as well as the [Covid-19 section](#) of our website.

If you require any assistance or have any further questions, please get in touch.

Home Office news & campaigns



In response to the national lockdown earlier this year, the Home Office launched the **#YouAreNotAlone** campaign. To continue to support victims of domestic abuse, the government has relaunched this campaign. Advertising on social media and paid search signposts to [gov.uk/domestic-abuse](https://www.gov.uk/domestic-abuse) where victims, perpetrators and members of the public can find out how to get support if they or someone they know may be experiencing domestic abuse. As an employer, you can play an important role in reassuring employees that there is help and support available, including online support, helplines, refuges and local support services. The police also continue to respond to calls relating to domestic abuse.

People that are affected by domestic abuse will be harder to reach at this time and we really need your help to promote the campaign and raise awareness of the advice and support available with your employees. We have developed campaign assets with key partners and charities. These are available for you to share with your staff and raise awareness of where people can get further advice and support, and includes an Employer pack, which provides more information on how you can support employees who may be experiencing domestic abuse, and information on specialist support. You can download the campaign assets, including the **Employer pack**, posters, leaflets, animations, email signatures and social media assets, [here](#) and translated campaign assets, [here](#). Thank you for your support.

Home Office news & campaigns



The Online Safe Space Ask

On 2 September 2020, Royal Mail Group (RMG) launched 'Online Safe Spaces', a portal to support victims of domestic abuse. The service has been developed in collaboration with the crisis charity Hestia and its 'UK SAYS NO MORE' campaign and is available free of charge to organisations for them to install on their websites. Online Safe Spaces is a discreet portal that opens in a pop-up window, which can be installed on both internal and external websites. The service provides support, advice and helpful contact numbers for those at risk of experiencing domestic abuse. Accessing the portal leaves no internet history trace and provides quick exit options for the person seeking information.

We need your help!

Businesses have a unique role to play in breaking the silence around domestic abuse and ensuring victims can access the help and support they need. Lockdown restrictions due to Covid-19 have provided an opportunity for businesses to step up their response to domestic abuse for their staff and customers through digital platforms. To sign up to add the Safe Space Online Button to your website visit uksaysnomore.org/online-safe-spaces or register your interest by email: community@royalmail.com. **You will be offered access to a demo of the button**, and be taken through the sign-up and comms planning process (this is light touch!). You will also need to sign an IP agreement, an MoU and agree to facilitate Safe Spaces Online for a minimum of 12 months.

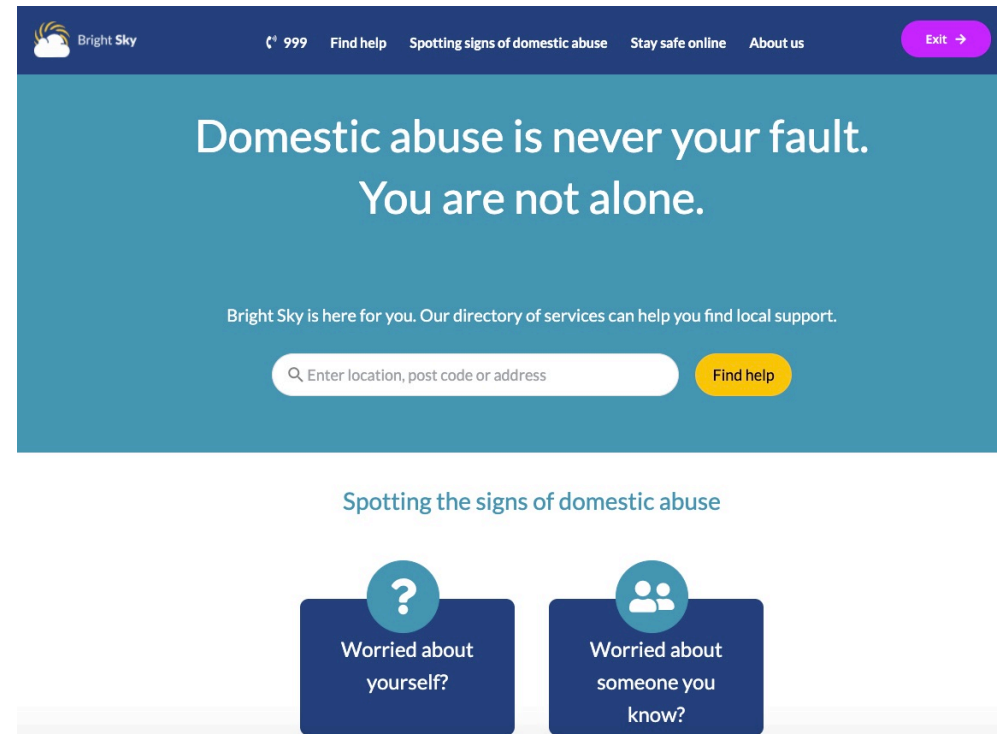
Safe Spaces News

Hestia's Bright Sky app is now available online

From November, victims of domestic abuse will now access vital support through Bright-Sky.org.uk, a new website by crisis support charity Hestia. Bright Sky launched as a free app in 2018 and became an essential tool during the lockdown restrictions for victims isolating with their abusive partner. The new site includes access to Bright Sky's vital features, including a searchable directory of specialist services, as well as information to help users spot the signs of domestic abuse and how to support someone.

Funded by the Home Office, the website was developed in collaboration between Hestia and Thames Valley Partnership. Hestia and Thames Valley Partnership will continue to develop the app and website as more feedback is gathered from people with lived experience and other experts.

For more information, please email: Brightsky@hestia.org or visit Bright-Sky.org.uk



Update from Elizabeth Filkin, EIDA Chair



The Domestic Abuse Bill

The bill is awaiting its second reading in the Lords. Its policy development continues at pace, with dedicated and informed stakeholders from across the sector and those who have faced domestic abuse contributing. It remains a landmark piece of legislation. We applaud the government, cross party MPs and all those committed to eradicating domestic abuse who are continuing to input to this Bill.

The BEIS review

Thank you to all of you who made submissions to this review. Since our last meeting we have been represented at two roundtable meetings with the Minister responsible, Paul Scully MP, who is taking this forward with enthusiasm. And along with our member, Lloyds Bank, we have had two meetings with the official leading the review. Our submission to the consultation is on our website.

Seize the Moment

Following the publication of the 'Seize the Moment to end Domestic Abuse report,' which Theresa May talked about when she spoke at our June event, those of us who wrote it have been invited to discuss its recommendations with Minister Victoria Atkins at the Home Office, and Minister Alex Chalk at the Ministry of Justice. We are impressed with the consideration being given to it. We hope these meetings will be followed by meetings with Ministers at The Departments of Health and Education. There is a copy of this report on our website.

Support for rape and domestic abuse services

On Wednesday 18th the Government released a new package of support for rape and domestic abuse services, to address anticipated extra demand this winter. £11m will go towards a range of services offering practical and emotional help – allowing organisations to recruit more staff, adapt to remote counselling methods during the pandemic and keep helplines open for longer. A further £7m will go towards a range of programmes aimed at perpetrators. This extra funding is welcome given the sharp increase in demand that we are hearing about from sector partners.

Update from Elizabeth Filkin, EIDA Chair



International Domestic Abuse month

We marked this historic campaign event with a series of articles and graphics on our website and through our social media channels. Lorraine wrote for two HR magazines about domestic abuse being an international issue, highlighting positive action being taken abroad. Please do visit the site and share the materials through your channels.

Speaking engagements

Lorraine and I have had the pleasure of being invited to speak to employers and employees since our last meeting, including Barclays, The International Bar Association, and AXA.

Team EIDA

I am pleased to tell you that our team has grown to support our CEO, Lorraine O'Brien. Charlotte Albrecht will lead on Events and Communications and Dawn Grant will support Kelly Wilde on membership.

Coming soon

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- 16 Days of Action – 25th November – 10th December. Visit the website for more information <https://eida.org.uk/16daysofaction>
- EIDA is currently working on producing a valuable handbook which will be in addition to the Employers Toolkit. Due early 2021
- EIDA T-shirt campaign (postponed due to lockdown)

Future dates

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17th March 2021

With keynote speaker Jess Phillips, MP

More details to follow in the new year

Member resources

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A wide selection of resources and a full list of members are available on the EIDA website including more information on the **Bright Sky App** and **Safe Spaces**

eida.org.uk

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