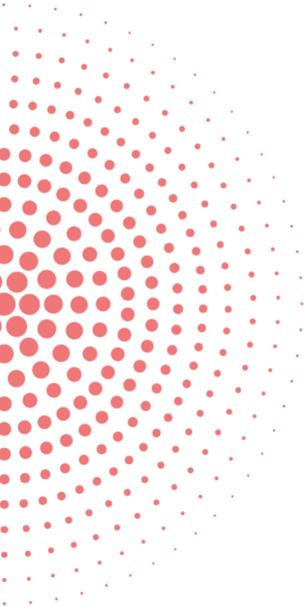




Delegate Pack

Tuesday 7 December 2021

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A message of thanks

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Event Sponsorship

We would like to thank Allen & Overy for their generous sponsorship of our December 2021 Quarterly Network Meeting. We are very grateful for their support.

ALLEN & OVERY



Sasha Hardman , Global HR Director

"The safety and wellbeing of our employees is of paramount importance to us and has gained even greater significance in recent times. A&O's new global domestic abuse policy demonstrates our commitment to take whatever steps we can as an employer to tackle domestic abuse. We are grateful to EIDA for their support and advice in launching the policy and are delighted to support them in the running of this event today."

Update from Elizabeth Filkin, EIDA Chair

.....

Welcome to our December Quarterly Network Meeting. Thank you for joining us at what is traditionally a busy time ahead of the festive season. We hope you find the session informative.

Today's subject

The Christmas period is a particularly difficult time for those experiencing domestic abuse, with more time being spent at home; the pressure to socialise and hide what is happening; as well as a greater propensity for alcohol fuelled abuse. Frontline service providers often see a spike in referrals during December and January, as pressures associated with the holidays see more victims leave their abusive relationships.

Today's session will examine what this means for employers, specifically, what considerations you can be making now to support your staff over this period, and what measures you can put in place to play your part more broadly in tackling domestic abuse.

Working from home during the pandemic

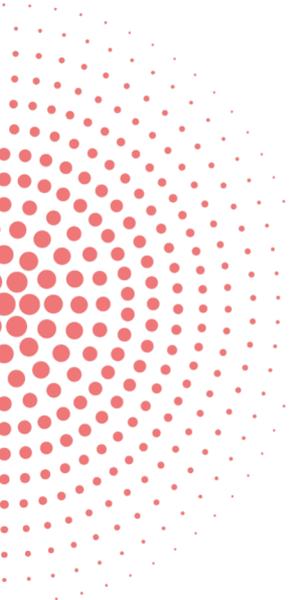
The New Covid-19 restrictions have been introduced in the last week to require increased mask wearing, PCR testing when travelling abroad; and a return to self-isolation for contacts of those diagnosed with the new variant.

This will naturally lead to more people working from home, whether to formally isolate or if employers make changes to restrict transmission.

Working from home guidance has previously led to an increase in reports of domestic abuse. Work is often a safe space for those experiencing abuse at home and without that option to leave, sadly this could be an increasingly difficult time for some people. During today's event we will expand on what you can do to support your staff and raise awareness among your wider workforce in this context. Please do also refer to the [Covid-19 section](#) of our website where there are practical tips to adapt accordingly and help those for whom changes to Covid-19 guidance can have implications for their safety and wellbeing.

Thank you once again for taking the time to attend today's event. We are grateful for your continued support and most importantly, the action you are taking. Please do keep in touch with us to share news of your activity, and indeed to ask for guidance or ideas at any time. We are here to support you, to support your staff.

Agenda



Tackling domestic abuse in the lead up to Christmas

Welcome and Update from the Chair

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

Introduction to 'Tackling domestic abuse in the lead up to Christmas'

Steve Maule, Acting CEO, Employers' Initiative on Domestic Abuse

Guest speakers

- **Suzanne Jacob**, CEO, SafeLives
- **Saskia Garner**, Head of Policy & Campaigns, Suzy Lamplugh Trust
- **Nick Gazzard**, Founder and CEO, Hollie Gazzard Trust
- Followed by a Q&A session

Everyone's Business Awards

Patrick Ryan, CEO, Hestia

Summary

Steve Maule, Acting CEO, Employers' Initiative on Domestic Abuse

Speaker biographies



**Suzanne
Jacob OBE**
CEO, SafeLives

Having worked at SafeLives for three years – including two years as Deputy CEO – Suzanne became Chief Executive in December 2017. Immediately before joining SafeLives, Suzanne spent several months working in Delhi for Breakthrough India, an organisation which campaigns against violence and discrimination against women and girls. Prior to this, Suzanne spent nearly a decade with the UK Home Office. Here, she worked extensively on national security matters, established the National Crime Agency as a significant new part of UK law enforcement, and acted as Private Secretary to the Minister responsible for crime and policing. Suzanne worked for several years on security for the London 2012 Olympics, and was awarded an OBE in 2013 for her work on intelligence collection, analysis, and enforcement activity. Suzanne volunteered for seven years on the Victim Support helpline, providing first response for victims of all crime types. She became a Trustee of Crimestoppers UK in April 2021..



**Saskia
Garner**

**Head of Policy and
Campaigns, Suzy
Lamplugh Trust**

Saskia Garner is the Head of Policy and Campaigns at the Suzy Lamplugh Trust. Her work covers research and policy advocacy across a range of personal safety issues including lone working, stalking and harassment.

Saskia organises National Personal Safety Day and oversees campaigns including Stay Safe At Work with the development of Suzy's Charter for Workplace Safety. Saskia has represented Suzy Lamplugh Trust on the Ministerial Task and Finish Groups for Retail Crime and Taxi and Private Hire Vehicle licensing and also leads on stalking policy work including advocacy on systemic change, coordinating the National Stalking Consortium and National Stalking Awareness Week.



**Nick
Gazzard**

**Founder and CEO,
Hollie Gazzard
Trust**

Nick has built a successful 30-year career within financial services alongside a spell at Cheltenham Town Football Club. Following the murder of his daughter Hollie by her former partner, in February 2014, he felt strongly that something positive should come out of Hollie's death and created the Hollie Gazzard Trust. Nick is determined to try and prevent similar tragedies by increasing awareness of domestic abuse and stalking and the devastating effect it causes.

Through his work with the Trust, Nick has been instrumental in developing concepts including Hollie Guard, a next generation smartphone personal safety app. 2021 saw the introduction of Hollie Guard Extra offering 24/7 police approved monitoring service now recommended by many police forces across the country, charities and agencies for those experiencing domestic abuse and stalking.

Speaker biographies

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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.

SafeLives



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We are SafeLives, the UK-wide charity dedicated to ending domestic abuse, for everyone and for good.

We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. And we challenge perpetrators to change, asking 'why doesn't he stop?' rather than 'why doesn't she leave?' This applies whatever the gender of the victim or perpetrator and whatever the nature of their relationship.

Last year alone, nearly 13,500 professionals received our training. Over 70,000 adults at risk of serious harm or murder and more than 85,000 children received support through dedicated multi-agency support designed by us and delivered with partners. In the last four years, over 2,000 perpetrators have been challenged and supported to change by interventions we created with partners, and that's just the start.

Together we can end domestic abuse. Forever. **For everyone.**

What do we do?

- We put the voice of survivors at the heart of everything we do.
- We focus on early intervention for the whole family, helping people become safe sooner and challenging perpetrators to change.
- We test innovative projects and replicate those which work, looking for long term solutions not quick fixes.
- We combine our national data, research and expertise to help services improve and to continue to influence policy makers everywhere.
- We train domestic abuse professionals and provide support and knowledge to frontline staff and commissioners.
- We run change programmes in the public, private and voluntary sectors to increase understanding of domestic abuse and its impact.

Find out about SafeLives DA Awareness & Responding Well to Disclosures in the Workplace Open Course next January 2022 [here](#)

Suzy Lamplugh Trust



The Suzy Lamplugh Trust is the UK's pioneering personal safety charity and leading stalking authority, established in 1986, following the disappearance of 25-year-old Suzy Lamplugh, an estate agent and lone worker who went to meet a client and never returned. Suzy was never found and eventually declared deceased after seven years in 1993.

Suzy Lamplugh Trust is widely regarded as a field expert in lone-working and personal safety training, stalking training, as well as consultancy, campaigning, and support services. It has a long history of working within the Violence Against Women and Girls sector, dealing particularly with stalking and harassment, given that it is believed, and indeed the evidence suggests Suzy may have been targeted by a stalker. The National Stalking Helpline was set up by the Trust in 2010, it has helped over 45,000 victims since its inception, and is the only service of its kind globally.

The Trust campaigns heavily to raise greater awareness of personal safety and stalking issues, demand systemic change where needed, influence public policy, and promote a society in which people are safer and feel safer. Our campaigning and policy work has been pivotal to changes in legislation and practice nationally - including in the introduction of the Protection from Harassment Act 1997, and the Protection of Freedoms Act 2012, which introduced specific offences for stalking, and the 2020 stalking protection orders.

Find out more - www.suzylamplugh.org/



Hollie Gazzard Trust



In 2014 Hollie Gazzard was brutally murdered by her ex-partner and domestic abuser, at her place of work, doing the job she loved. The Hollie Gazzard Trust was created by Nick Gazzard, the father of Hollie, to raise awareness of domestic abuse, stalking and knife crime and help reduce these through accredited training programmes.

In 2015 the Hollie Guard app, that can be downloaded to a smartphone was launched, to help safeguard individuals. Hollie Guard Extra was subsequently added providing organisations with a 24/7 police approved monitoring service, helping safeguard staff, at home, at work and travelling between the two and assist organisations fulfil their duty of care. The service also includes bespoke training, helping organisations spot domestic abuse and stalking, and take appropriate action.

The Hollie Guard Extra service includes:

- Hollie Guard Extra app allowing the raising of a discreet alert with 24/7 police approved security monitoring and emergency service response service
- Capture live video and audio evidence that is CPS approved through the app when an alert is raised
- Dedicated management portal allowing organisations to manage and issue Hollie Guard Extra codes
- CPD accredited training helping organisations put the right measures in place for their staff
- Supporting a charity to not only protect employees, but help the Trust protect vulnerable people across the UK

To find out more Hollie Guard and how we are helping businesses protect their staff please contact info@hollieguard.co.uk

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Supported by



New members



We would like to take this opportunity to welcome all the new members who have joined the Employers' Initiative on Domestic Abuse (9th September – 3rd December)

- A B World Foods Limited
- Accrington Academy
- ACU
- Aspire Sussex
- Aviva Insurance
- B&Q
- Back in Control Consultancy
- Barcan and Kirby
- BCR Law LLP
- Bechtel
- BITC Ireland
- Bristows LLP
- CDC Group
- Charles Russell Speechlys LLP
- Cheshire Without Abuse
- Cleary Gottlieb Steen and Hamilton LLP
- College of North West London
- Community First
- Concrete Repairs Limited
- Conscious
- Crossways Community
- Cura Financial Services
- Dorset and Wiltshire Fire and Rescue
- Edelman
- Elmley Enterprises Limite
- First Bus
- Future Fit Training
- GXO
- Hammersmith and Fulham County Council
- Harbour Support Services
- Hartland House
- HMP Stafford
- HOPE not hate Limited
- JNLC
- Joint Nature Conservation Committee
- Keoghs LLP
- KinCare
- Leso Digital Health

New members cont.

- Liberty Speciality Markets
- Lovell Partnership
- M&Co
- Maidstone District Council
- MAPIT Advisory
- Mclarens
- Menzies Aviation
- Merseyside Fire and Rescue Authority
- Mindfulness Coaching
- Misguided
- Monash University
- Moore Kingston Smith
- New Walk CIC
- No 8 Partnership
- North West Leicestershire District Council
- Northumbria Healthcare Trust
- NPTC Group of Colleges
- PH Training
- P JL Healthcare
- Police Digital Service
- Polyframe Manufacturing
- Priors Court
- Recruit for Spouses
- Revolution Beauty
- Ria-Janie & Co Limited
- Royal United Hospital NHS Trust
- Safer Bradford
- Sevenoaks District Council
- Shropshire County Council
- South West London and St Georges NHS Mental Health Trust
- Splitz
- STA
- Stagecoach UK Bus
- Strongmind Resilience Training Limited
- Swindon Borough Council
- SY Fire and Rescue
- The Next Chapter
- Thrivesafe

New members cont.



- TikTok
- Trafford Council
- University of Nottingham Student's Union
- VONNE
- Welcomm Communications Limited
- Welwyn Hatfield Refuge and Support
- West Midlands Fire Service
- Wiltshire County Council

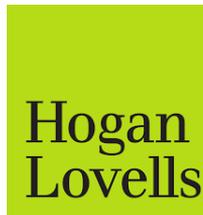
Everyone's Business Award Winner



Susan Bright, Global Managing Partner for Diversity & Inclusion and Responsible Business – Hogan Lovells

“I am delighted that Hogan Lovells has been recognised with an Everyone's Business award.

Our ambition is to do everything we can to support our people and their families who are affected by domestic abuse, as well as shining a light on the terrible impact of abuse and encouraging other employers to take action too. We do this through our pro bono legal work, skills-based volunteering work and by working collaboratively with Hestia and other organisations, including our clients, to ensure that business plays its part in supporting those affected and in bringing about change.”



Everyone's Business Award Winner



Christopher Evans, Joint CEO - Collinson Group

“I’m very proud to be receiving this award on behalf of our people around the world who have contributed their time and expertise over the last 12 months to support victims of domestic abuse.

We’re proud to be EIDA Beacons, using our voice and resources to tackle the stigma that surrounds domestic abuse and thank Hestia and EIDA for your support..”



Other news and resources

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- Our **16 Days of Action guide** is still available on all members to download. We've compiled a list of events and articles we think might be of interest to you to inspire activity among your staff and stakeholders which can be viewed [here](#)
- If you missed the connecting to **End Domestic Violence Webinar** hosted by Vodafone Foundation, The Commonwealth and No More which featured the Rt Hon Theresa May MP, Nimco Ali, CEO, The Five Foundation and Independent UK government Advisor on Tackling Violence Against Women and Girls, Nicole Jacobs, Domestic Abuse Commissioner for England and Wales as well as many more, including our Chair Elizabeth Filkin, you can watch it back [here](#)
- A new report has identified the **6 Moments That Matter** in which customers and employees experiencing economic abuse can be supported by organisations across the financial services sector. A stand-alone version of the report has also been produced for employers. Find out more and download [here](#)
- **Women's aid Covid 19 Safety Advice** - Many survivors will be feeling unsafe isolating in a house with an abusive person, and isolated from their support networks. Read more on support resources [here](#)
- A **full list of support services** are available in the EIDA [Member Handbook](#), pages 36 – 38. Why not share these with your employees this festive season.

Coming soon

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We will be launching our new spotlight series in December, if you would like to share any projects or campaigns of note with our other members, please contact the team with details.

Future dates

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Quarterly Network Meeting

Our next meeting is scheduled for 11am on 24th March 2022.

More details to follow shortly.

Member resources

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A wide selection of resources are available on the EIDA website including more information on the **Bright Sky App** and **Safe Spaces** eida.org.uk

Support our reach

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Refer a member

Please either contact us directly, or through our website, to help us expand our network.

Social

Follow us on [Twitter](#) and [LinkedIn](#). These channels are a powerful tool for growing our membership, our influence and therefore helping more people. Please like, share and repost as much as you can to help amplify our message.

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