

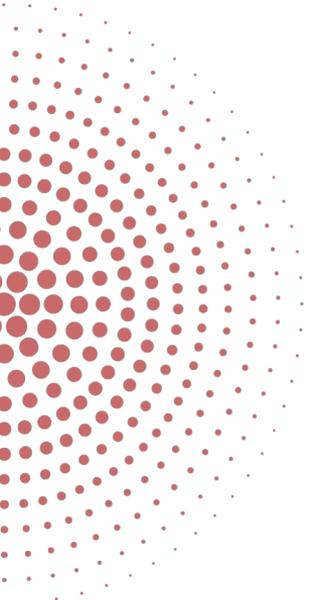


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## **Delegate Pack**

Thursday 16 September 2021

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# A message of thanks

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## Event Sponsorship

We would like to thank Thames Water for their generous sponsorship of our September 2021 Quarterly Network Meeting. We are very grateful for their support.



**Lynne Graham**, HR Director, Thames Water

"We remain committed to ensuring we, and other employers, provide the support needed to protect employees from the devastating impact of domestic abuse. We are therefore delighted to be hosting this event and look forward to the learnings it will enable."

# Update from Elizabeth Filkin, EIDA Chair



Welcome to our September Quarterly Network Meeting. We are so pleased that so many of you have been able to join us for what we hope you will find is an informative session.

## Today's subject

As part of EIDA's commitment to tackling domestic abuse, we know to do so effectively must involve approaching it in the round, including working with perpetrators to stop their behaviour. We have as usual got an impeccable panel of speakers to address the assumptions and myths surrounding perpetrators, ultimately to support you, our employer to the best of our ability. We recognise that this side of the issue must be approached and handled sensitively, which is what we hope we have achieved.

## Our CEO

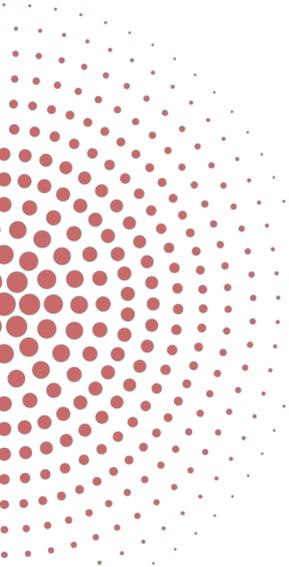
Recruitment for our new CEO is now underway as we look toward our organisation's next phase. Steve Maule is doing a fantastic job as acting CEO, working closely with the board, steering group and our sector partners to ensure the EIDA is clear on our objectives, our role in tackling domestic abuse, and our aims for 2022.

## Return to the office

The pandemic has shone a spotlight on the role of employers in tackling domestic abuse. It is well reported that support services across the country saw a surge in calls for help; we also saw a surge in business wanting to act. As many people begin to return to office based working, we encourage our employer members to reflect on the work done during lockdown to support staff for whom home is not always a safe place, to build on the confidence given to staff that there is understanding and support available to them; and to adapt accordingly, any measures put in place. For example, some of our members set up buddy systems to ensure no staff would go a working day without speaking with a colleague.

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



## Perpetrators and the Workplace

### Welcome and Update from the Chair

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

### Introduction to 'Perpetrators and the Workplace'

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

### Typologies of perpetrators and relationships where domestic abuse is present

**Professor Nicola Graham-Kevan PHD**, Director of TRAC Psychological, Training and Programme Development Lead

### Positive engagement with perpetrators of domestic abuse

**Chantal Hughes**, CEO, Hampton Trust

### Make a Change: an early response programme for those who have used abusive behaviour in their intimate relationships

**Rebecca Vagi**, National Lead, Make a Change, Respect & **Joanna Szuryn**, Regional Practice Lead, Make a Change, Respect

### Domestic violence and abuse: a priority for all in the NHS

**Kate Davies CBE**, Director of Health and Justice, Armed Forces and Sexual Assault Services Commissioning, NHS England and NHS Improvement

### Guidance on how to respond when there are both victims and perpetrators in the same workplace

**Professor Nicola Graham-Kevan PHD**, Director of TRAC Psychological, Training and Programme Development Lead & **Chantal Hughes**, CEO, Hampton Trust

### Close from Elizabeth Filkin

# Speaker biographies

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**Dr Nicola  
Graham-  
Keevan PHD**

**Director of TRAC  
Psychological,  
training and  
Programme  
Development lead.**

Professor Graham-Keevan PhD is a Chartered Psychologist, Chartered Scientist and Associate Fellow of the British Psychological Society and a Fellow of the International Society for Research on Aggression, as well as a Professor in Criminal Justice Psychology and the Director of the Centre for Criminal Justice at the University of Central Lancashire.

Recognised internationally as an expert in violence research, with a speciality in domestic abuse and coercive control, she has published numerous articles and is currently leading research on a variety of topics including coercive control and domestic abuse, stalking, victim needs and vulnerability, occupational stress and trauma, sexual offending and victimisation. Nicola has been designing and delivering individual and group-based interventions for men and women in community, prison and secure hospital settings for more than a decade.



**Chantal  
Hughes**

**Chief Executive,  
Hampton Trust**

Chantal has worked in the voluntary sector for over 20 years. Her career has involved designing a range of experiential courses and interventions aimed at breaking the cycle of abuse, offending and exploitation.

Chantal taught Psychotherapy at University of Southampton for six years, whilst holding various psychotherapy posts, including schools based work, private practice and six years working with Relate. Chantal joined Hampton Trust in 2006 as the Domestic Abuse Services Manager before progressing to Deputy Chief Executive. She took a 4-month sabbatical in 2011 to work for a charity providing rehabilitation to street children in one of the largest slums in Africa and remains connected to the work in Kenya.

Taking up the role of CEO in 2013, Chantal has led the expansion of a range of domestic abuse and criminal justice interventions. She remains firmly committed to tackling the root cause of domestic abuse by holding perpetrators to account and ensuring the voice of victims and children are at the forefront of the work.



**Rebecca  
Vagi**

**National Lead for  
Make a Change at  
Respect**

Since 2008, Rebecca has worked in the field of gender-based violence, delivering and managing frontline services for women and children, coordinating local community responses to domestic abuse in health and housing settings and worked with organisations to develop in-house interventions to enhance how they deliver services to survivors and children.

In previous roles, Rebecca was the Programme Manager of the Whole Housing Approach project at Standing Together and prior to that the Development Lead at Women's Aid Federation of England for the Change that Lasts project. She also led on a project with the South East Coast Ambulance Service to establish a domestic abuse response within the Trust, which was the first of its kind within an ambulance service in England.

# Speaker biographies

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**Joanna Szuryn**

**Regional Practice Lead for Make a Change at Respect**

Prior to joining Respect in 2021, Joanna spent almost a decade delivering individual and group support and managing various "whole family" domestic abuse projects in community, education, and social care settings.

Joanna is a qualified Independent Domestic Violence Advisor and a trained Domestic Homicide Review Chair. Joanna is also an accredited Adult and Children and Young People Recovery Toolkit facilitator and holds a level 2 certification in Narrative Practice.

Joanna's previous professional background is in teaching, training and international business development. Joanna is fluent in Polish and German.



**Kate Davies, CBE**

**Director of Health & Justice, Armed Forces and Sexual Assault Referral Centres (SARCs)**

Kate is a national director of three areas of direct commissioning, working to support the commissioning of healthcare services across England for serving personnel, veterans and their families, Sexual Assault Referral Centres (SARCs) and healthcare services in prisons, secure children's homes and training centres, as well as immigration removal centres. This national role is to assure high quality, consistent and sustained services with a strong focus on health inequalities and outcomes for patients and their families.

Kate has developed and lead and increased provision for survivors of sexual violence including the partnership publication of a NHS Sexual Assault and Assault Strategy in 2018 (SAAS). Previously, Kate was the Executive Lead for Prison, Detainee and SARCS Healthcare Commissioning for East Midlands, when she led the healthcare commissioning for prison and offender health. Kate has also worked as the Strategic Director of the award-winning Nottinghamshire County Drug and Alcohol Action Team from December 1995

to May 2009, co-ordinating and delivering the Government's National Drug Strategy. From 2003 to 2010, Kate has developed and lead and increased provision for survivors of sexual violence including the partnership publication of a NHS Sexual Assault and Assault Strategy in 2018 (SAAS). Previously, Kate was the Executive Lead for Prison, Detainee and SARCS Healthcare Commissioning for East Midlands, when she led the healthcare commissioning for prison and offender health. Kate has also worked as the Strategic Director of the award-winning Nottinghamshire County Drug and Alcohol Action Team from December 1995 to May 2009, co-ordinating and delivering the Government's National Drug Strategy. From 2003 to 2010, Kate was seconded to the University of Central Lancashire, International School for Communities Rights and Inclusion as Director of Black and Ethnic Minority Community Engagement, focussing on the health and social care of diverse groups who experience discrimination and/or disadvantage and directing the national community engagement programme. Kate has been a Non-Executive Director on the National Treatment Agency Board in England between 2000 and 2013. She was also a member of the Government's independent Board for the Prison Drug Treatment Strategy Patel Review, which implemented the Substance Treatment Service and Strategy and delivery across England and currently acts as an Ambassador for Diversity in Public Appointments for the Government Public Appointments Commission. Kate started her career in the Probation service and was a qualified Probation Officer from 1986 to 1995, before joining the NHS. Kate was awarded an OBE in 2009, for services for disadvantaged communities. In 2018, she was awarded a CBE for her work to improve services for some of the most vulnerable groups and an Honorary Doctor of Staffordshire University in recognition of her commitment to health and social equality.

# Support Services

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# Respect

## Respect

Respect is the national accreditation and membership body for safe, effective work with domestic abuse perpetrators, as well as male victims and young people using violence in their close relationships.

Respect supports frontline organisations across the UK so that together we can end domestic abuse.

**Find out more at** [respect.uk.net](https://respect.uk.net)

## Make a Change

We support anyone who's worried about how they're treating their loved ones, as well as the family, friends and professionals who want to help them change.

Find out more at [makeachange.uk.net](https://makeachange.uk.net)



# Support Services

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## Hampton Trust

Hampton Trust seeks to change the conversation around tackling domestic abuse and various forms of criminal behaviour. The Trust undertakes early intervention preventative programmes to build resilience and disrupt patterns that can make individuals offend. It delivers pioneering community interventions for families experiencing domestic abuse and sexual violence and visionary rehabilitation programmes for individuals in the criminal justice system.

The Trust provides an extending base of services to halt abuse and all its consequences. With over 25 years' experience it leads the way with domestic abuse perpetrator programmes offering new and different interventions according to need and impact. It works with partners who complement its strengths and share its commitment that people can change.

The Trust works to influence the lives of individuals and the communities they live in to achieve lasting change. It seeks to change the practice of professionals to break the cycle in effectively addressing abuse. It is building an evidence base which highlights the transformative power of working with domestic abuse perpetrators and the long-term benefits this offers families and victims of abuse. Its reputation is built on independent and rigorous evaluation of its interventions in reducing violence and tackling abuse.

**To find out more** about Hampton Trust please visit [www.hamptontrust.org.uk](http://www.hamptontrust.org.uk) or for further information on our training email [training@hamptontrust.org.uk](mailto:training@hamptontrust.org.uk)

# Support Services

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## Respond to Abuse App

Businesses tell us they want and need to provide support for employees experiencing domestic abuse, that's why we created a new app called Respond to Abuse.

Respond to Abuse is Hestia's latest free smartphone app which supports employers to help staff experiencing domestic abuse to plan a route to safety. It also provides guidance on situations involving employees who might be perpetrators of domestic abuse.

When employers are prepared and know how to respond to domestic abuse, we know it saves lives.

**Find out more** - [hestia.org/respond-to-abuse](https://hestia.org/respond-to-abuse)

# Support Services

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## The Change Project

Our charity has been delivering Respect accredited domestic violence perpetrator programmes since 2009.

Through the behavioural change of the abuser we aim to increase the well-being of people who are, or have been, living with conflict or domestic violence & abuse.

- We provide counselling to promote well being by enabling people to have healthy relationships in families, between individuals, and in the community.
- We address sexual problems through counselling and psychosexual therapy covering all aspects of intimate relationships.
- We enable young people to develop healthy balanced relationships in later life through a range of therapeutic services, drama based workshops in schools.
- We deliver training to professionals and the wider public about relationships in conflict.

**Find out more** - <https://www.thechange-project.org/domestic-abuse/>

# New members



**We would like to take this opportunity to welcome all the new members who have joined the Employers' Initiative on Domestic Abuse (2<sup>nd</sup> June – 8<sup>th</sup> September)**

- AA J Leisure 1 Ltd
- Accenture
- AIB
- Allen & Overy LLP
- Ann Summers
- Anthony Gold Solicitors
- Appropriate Adults UK
- ASOS
- BAM Nuttall
- Bamford-Row Training and Consultancy
- Baringa
- Big Yellow Self Storage
- Birmingham City Council
- Birmingham County Football Association
- Board Agency
- Bow School
- British Business Bank
- Buro Happold Engineering
- Calico Homes
- Cardiff Community Housing Association
- CDDFRS (County Durham Fire and Rescue Service)
- Central and North West London NHS Foundation Trust
- Centrica
- Cheshire Fire and Rescue
- CLMK
- Concept Financial Planning
- Co-op
- Dentsu Limited
- Dog Training College
- Dorset and Wiltshire Fire and Rescue
- East Sussex Fire and Rescue
- EMCOR UK
- EO Charging
- Essex Fire and Rescue
- Exclusive Contract Services Limited
- Family Law in Partnership
- Fashion Retail Academy

## New members cont.

- Formwize
- Forward Assist
- Fullers Earth Holistic Therapies
- Greater Manchester Fire and Rescue
- Greenfisher Contracting Limited
- Hampton Trust
- Harbour Support Services
- Hays Specialist Recruitment Limited
- HCT Group
- Herefordshire and Worcestershire Health and Care NHS Trust
- Hitachi
- Hope Nottingham
- House of Commons Commission
- H R Vitals
- Humberside Fire and Rescue
- Immanuel College
- Insight UK Ltd
- Intrado
- Intuitive Thinking Skills
- K Bater Consultancy Limited
- Kent Fire and Rescue
- Laird Financial Services
- Leeds Gate
- Leeds University Union
- Leicester College
- Ligurian Consulting
- Little Jannah Daycare Nursery Limited
- Medway Council
- Merseyside Police
- Moore Kingston Smith
- Morgan La Roche
- NELFT
- NHS East Berkshire Clinical Commissioning Group
- Nobia
- Northern Ireland Fire Service
- Oakhill Nursery
- Organon

## New members cont.



- Portland PR Limited
- Powys County Council
- Prestige Underwriting
- Redwing Solutions Limited
- Rhotic Media
- RSA Group
- Sandwell Metropolitan Borough Council
- Sedgemore District Council
- SES Water
- Shelter
- Shropshire Partners in Care
- Solutions for HR
- St Anne's Commercial Services
- St Catherine's Hospice
- Stephenson Harwood
- Surrey County Council
- Sweeping it under the Carpet
- The Elm Foundation
- The Pensions Regulator
- Tratos UK
- Trevi
- TrustFord
- TSG UK Solutions
- Twinkl
- UIB Insurance
- University of Cambridge
- URBN Group
- W M Morrisons plc
- Wakefield Council
- Watford Community Housing
- We are Chroma
- Welfare Call

# Domestic Abuse Bill Update

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The implementation of this landmark piece of legislation is now well underway. We are working closely with government and sector partners to keep members up to date with developments as the measures contained within the Act are enacted.

Most pertinently, we want to ensure we are sharing information that will support you in your work to support employees, raise awareness and tackle abuse; inspire innovation; and ultimately, help more people.

Most of the measures in the Act require regulations to come into effect and we can confirm that this will happen in three stages based on the operational changes needed to ensure full and proper impact.

Stage one is underway with several measures already in place, including the offence of disclosing private sexual photographs and films; UK nationals and residents who commit certain violent and sexual offences outside the UK may now be brought to trial in this jurisdiction; and as of August, those who are eligible and are homeless as a result of domestic abuse, have priority for accommodation secured by the local authority.

We have several local authority members who are helpfully keeping us up to date with progress from their point of view. There have been two notable developments.

**Funding.** Councils across England are starting to receive monies from the Ministry of Housing, Communities and Local Government (MHCLG) to support their delivery of requirements of the Act.

**Consultation.** The Home Office has consulted with all organisations with a statutory responsibility for safeguarding, including local authorities, to establish best practice in inter-agency working. One of the requirements of the Act is for local authorities to set up a Domestic Abuse Local Partnership Board, to bring local organisations and expertise together. The Home Office hope to highlight policies and procedures being used successfully to identify domestic abuse and respond effectively.

## Domestic Abuse Bill Update - cont

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Most of the second stage measures are expected to come into force within 12 months after Royal Assent, that is April 2022. Stage three comprises measures that require the most extensive operational, logistical, and policy work before they can be commenced. It is anticipated that these measures will come into force within two years of Royal Assent, that is early 2023. This will give time for pilots, policy design and scoping.

The timelines are indicative to ensure efficacy and the Government has committed to bring the Act into force as quickly as practicable to make a real difference to the victims of domestic abuse.

We welcome insights and observations from our members so should you be involved in or affected by any of the implementation work, it would be valuable for us to hear about it, to support the wider membership.

In the meantime, we will continue to keep you up to date.

## Coming soon

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We will continue to provide information on the Domestic Abuse Act as it is published, do watch out for more news in our newsletters.

## Future dates

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### Quarterly Network Meeting

Our next meeting is scheduled for Thursday 7<sup>th</sup> December 2021 at 10am

**More details to follow**

## 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](http://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.

Steve Maule – [ceo@eida.org.uk](mailto:ceo@eida.org.uk)  
Kelly Wilde - [support@eida.org.uk](mailto:support@eida.org.uk)  
Dawn Grant – [memberships@eida.org.uk](mailto:memberships@eida.org.uk)  
Steph Driver – [pr@eida.org.uk](mailto:pr@eida.org.uk)  
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