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**Delegate Pack:**

**When work may not be a safe place**

Thursday 9<sup>th</sup> June 2022

#eidaJune22

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# Update from Elizabeth Filkin, EIDA Chair

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Welcome to our June Quarterly Network Meeting. We hope you find the session informative.

## Today's subject

The theme for today's event is ensuring work is a safe place for everyone. The pandemic allowed and encouraged many of us to work from home but sadly, work isn't always a safe place. Many employers saw for the first time how unsafe home can be and have been responding innovatively, providing speedy help.

While many employers have embraced the move to home working, many employees have now returned to the office or taken on more public facing roles. This comes with its own challenges in terms of employee safety and the potential for new forms of harassment or abuse. This event will explore how to safeguard your staff, wherever they call work.

Please use the hashtags **#eidaJune22** when sharing online about our discussion today.

## New 'Tackling Domestic Abuse Plan'

The Government has taken one of the biggest steps yet to tackle domestic abuse by launching their comprehensive 'Tackling Domestic Abuse Plan' at the end of March. The Plan makes it clear that a joined-up approach across society is needed to put a stop to domestic abuse.

needed to put a stop to domestic abuse. We were very pleased to see it highlights the critical role that employers can play and calls on more employers to join the Employers' Initiative on Domestic Abuse, to share best practice to root out domestic abuse.

In recognition of the positive role employers can play in tackling domestic abuse, the Plan includes a pledge from the Department for Business, Energy and Industrial Strategy and the Home Office to hold roundtables with employers to consider how best to develop safe and inclusive work environments and to support survivors.

The Plan also confirms that the Department for Business, Energy and Industrial Strategy is reviewing the current statutory leave provision for employees, to assess whether this adequately supports those fleeing domestic abuse. They will set out next steps later this year.

EIDA will try to ensure our members' voices are represented at the roundtables and in the consultation and we will keep you updated accordingly.

## Chair news

Thank you for all your help in spreading the word about the new Chair role: some excellent candidates have applied and we will have further news at our September event.

# Agenda



## When work may not be a safe place

### Welcome and Update from the Chair

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

### Introduction from our CEO

**Lucy Horitz**, CEO, Employers' Initiative on Domestic Abuse

### Guest speakers

- **Cliff Lee**, Head of Wellbeing Services, Retail Trust
- **Joanne Earle**, Diversity, Inclusion and Wellbeing Lead, River Island
- **Deb Garrett**, Wellness and Inclusion Partner, B&Q
- **Josie Dickinson**, Senior Inclusion, Diversity, Wellbeing and Engagement Manager, Dunelm
- **Nick Martin**, CEO, Stay Safe Global

### Q&A Session

### Summary and close

**Lucy Horitz**, CEO, Employers' Initiative on Domestic Abuse

# Speaker biographies

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**Cliff Lee**

**Head of Wellbeing  
Services, Retail Trust**

Cliff is a health and wellbeing specialist, with over ten years' experience in both the development of specialist employee wellbeing services and the implementation of highly effective employee wellbeing strategies across a range of sectors, including retail and social care.

Cliff is an advocate of improving the mental health of employees and reducing the harm that it can present. Cliff's in-depth knowledge of the retail sector in particular has been developed after spending over 15 years working in both store and field - based positions within Dixons and Iceland.

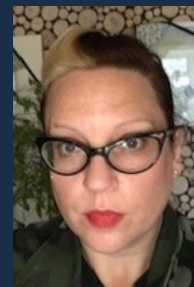


**Joanne  
Earle**

**Diversity, Inclusion  
and Wellbeing  
Lead at River  
Island**

I'm proud to have the opportunity to look after EDI & all things wellbeing at River Island.

At River Island our community is always open and I'm passionate about helping everyone on the Island feel welcome and that they can bring their whole self to work in a happy and healthy environment.



**Deb  
Garrett**

**Wellness and  
Inclusion Partner,  
B&Q**

As B&Q's Wellness & Inclusion Partner I work within a small team who specialise in Colleague Experience.

It's a really varied job, giving me the opportunity to set and support our Wellness & Inclusion plan, working together on projects from start to finish.

I work collaboratively with colleagues at all levels from across the B&Q and Kingfisher business – which I love! I'm also our B&Q Store Support Office HR National People's Forum rep, and I'm part of B&Q's Sports & Social committee, helping to arrange fun outings and discounted events for colleagues at B&Q House.

I hold a CIPD Level 5 Diploma in HR Management and am working towards a CMI Level 5 in Leadership and Strategic Management, too. I'm happily exhausted.

# Speaker biographies

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**Josie Dickinson**

**Senior Inclusion,  
Diversity, Wellbeing  
and Engagement  
Manager, Dunelm**

People-first leader, focused on creating a people experience that helps each and every colleague make a happy, safe and connected home at Dunelm.

My focus areas include supporting colleague wellbeing, inclusion, improving diversity and representation, engagement and communications. In my 7 years at Dunelm one of my proudest moments has been the RT partnership raising awareness on Domestic Abuse. Our homes play an important in our lives and we want our colleagues to feel safe in their homes, we know that isn't the case for all so we aim to support and help them including financial and emotional support.



**Nick Martin**

**CEO  
StaySafe  
Global**

From originally working with survivors of abuse within London based refuges, Nick has developed complete, holistic approaches to personal and employee safety concerns that has led Stay Safe Global to become internationally recognised as experts in the fields of danger awareness, conflict management and physical escape skills.

In partnership with international domestic abuse and sexual violence support organisations, Nick and his team have created pre-awareness systems, personal safety strategies and employee support programs that are trusted by some of the world's largest companies including Salesforce, DXC Technology, Splunk and Infosys.

While providing digital resources and on-location training programmes, ranging from supporting employers in providing domestic abuse champions, to combining hands-on safety skills and professional awareness training. Nick remains passionate about ensuring that survivor experience remains at the heart of the corporate support programmes.

From 1832 onwards, the Retail Trust has been caring for and protecting the lives of people working in retail. We believe the health of our colleagues is the foundation they need to flourish in both work and life, creating a more sustainable and successful future for retail.

The Retail Trust has transformed itself many times over its 190 years. Adapting to the needs of the industry to provide the health and life support that ensures the sector's people thrive, the next generation of retailers find work and former colleagues are looked after.

The very first Chairman, Thomas Helps, described the purpose of the charity: "To promote the happiness and interests of those engaged in the trade."

This still holds true today and guides everything we do. We believe in it so passionately, our charity has become a movement with a very clear cause: to create hope, health and happiness for everyone in retail.

Find out more - [retailtrust.org.uk](https://retailtrust.org.uk)

# Stay Safe Global



Officially recognised as a partner to the international NO MORE campaign and working closely with HESTIA support refugees, Stay Safe Global is dedicated to educating and empowering people all over the world to feel safe and supported whether at work, at home or traveling in between. From supporting employers in providing domestic abuse champions, to combining hands-on safety skills and professional awareness training, Stay Safe Global now empower organisations all over the world with the programs and skills to create and maintain safe, inclusive and supportive working cultures for all.

## What We Do

Through digital support resources, live virtual training and on-location instruction, the delivery of Stay Safe Global programs is specifically designed to be easily on boarded within the corporate structure.

Training covers three main areas of employee safety:

<b>Safe Sense</b>	Programs focus on how to recognize and avoid dangerous situations as well as recognizing potential perpetrator behaviours.
<b>Safe Skills</b>	Programs provide highly effective and practical physical escape and conflict management skills for when dangerous situations become unavoidable.
<b>Safe Space</b>	Programs that recognise when personal safety issues, such as domestic abuse & sexual violence, require a wider cultural response to combat, including the set up and support of Domestic abuse champions and support systems within organisations.

For further details of training, free resources or to book one of our popular free Learn at Lunch seminars please contact: [info@staysafeglobal.com](mailto:info@staysafeglobal.com) or visit [www.staysafeglobal.com](http://www.staysafeglobal.com)



# New members



**We would like to take this opportunity to welcome all the new members who have joined the Employers' Initiative on Domestic Abuse since our last network meeting (22<sup>st</sup> March – 5<sup>th</sup> June )**

- Acorn Environment Services
- ATPi
- BPM LLC
- Brooks Macdonald
- Crossroads
- Dartford Borough Council
- DOC Cleaning Ltd
- Early Years Pathway Training Ltd
- Germaines Seed Technology
- Global Safeguarding
- Great Lever Nursery Ltd
- Green Dental Practice
- Hartland House
- Holloway Friendly
- Isle of Man Government
- Jack and Jill Community Preschool
- Karcher UK Ltd
- Medtronic Ltd
- Nehemiah Housing
- New Beginnings Peer Support
- New Walk CIC
- North Yorkshire County Council
- Office Fox
- Oxleas NHS Trust
- Second Chapter HR
- South Cambridgeshire District Council
- Starbucks EMEA Ltd
- Wavenet
- Wilmington PLC
- Yoti

# New Ambassadors

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We would like to take this opportunity to welcome and introduce Andrew and Dawn, our new EIDA Ambassadors



## Andrew Lane

Head of Business Strategy & Change (North East)  
Business Strategy and Change | Probation Service

"Domestic Abuse doesn't respect office hours, and no one leaves their home life at the door when they enter the workplace. For victims and survivors of domestic abuse, their employer can be a lifeline – whether as a listening ear, a source of reassurance, or a gateway to support in rebuilding shattered confidence.

EIDA plays a vital role in helping employers navigate these complex responsibilities and, having experienced the difference a supportive, informed employer can make, I could not be more proud to represent them as an ambassador."



## Dawn Grant

Welfare and Safety Consultant

"Having been involved in domestic abuse on a personal and professional manner for many years and having seen the impact of domestic abuse, which affects every aspect of a person's life, EIDA and its reach has such an important role to play in offering support and guidance to employers to offer the essential ingredients to assist anyone who may be going through domestic abuse.

I am privileged to be an ambassador of EIDA and look forward to meeting organisations and assisting them on their journey to offering support to their employees."

## New Beacons



Fujitsu has been a member of EIDA since the start of 2018 and have been doing great work supporting employees around domestic abuse since then.

They recognise the vital importance of the issue and worked during the pandemic with the Home Office, to support small frontline domestic abuse charities.

This year Fujitsu decided to step up their support by becoming EIDA Beacons, providing a package of pro bono support and funding for our brand new CRM and website. The new system is transformational for EIDA, creating efficiencies and enabling us to better tailor the support we provide our members.



Hand Picked Hotels have come on board due to their commitment to providing a safe and supportive workplace environment. They offer access to free resources and one-to-one support services as well as training and guidance for their teams.

They also recognise the vital importance of the issue and are looking forward to working with EIDA to break the wall of silence around domestic abuse.



Department for  
Business, Energy  
& Industrial Strategy



SLAUGHTER AND MAY

## Other news and resources

- The draft **Controlling or Coercive Behaviour Statutory Guidance** was launched for public consultation on Saturday 30th April. The consultation will run for eight weeks, closing on 25th June. We encourage all our members to feed your thoughts and experience into the consultation. The consultation can be found [here](#). For any correspondence or queries relating to the consultation, please email this [inbox](#).
- The Home Office are aiming to centralise all Domestic Homicide Reviews across England and Wales that are publishable onto one publicly accessible Home Office site. The Home Office would appreciate your help in finalising the “Find Domestic Homicide Review (DHRs)” site. They are currently looking to understand the users that come to view the DHRs and understand what they aim to do when accessing them. You are invited to take part in a 5 minute [survey](#) to help them understand how you currently access Domestic Homicide Reviews (DHRs) and to understand your needs for accessing DHRs.
- SafeLives launched their **#FriendsCanTell**. Campaign, which aims to de-normalise the controlling behaviours that hundreds of young people told them are so common that they are considered normal. Young people are disproportionately affected by domestic abuse. They see it at home and in their own relationships. According to the Crime Survey for England and Wales, 14% of women aged 16 to 19 reported experiencing some form of domestic abuse in the last year. This is 40% higher than the next age group (20-24). The #FriendsCanTell [campaign](#) encourages young people to talk to their friends about their relationship if they are worried.
- Bright Sky is a safe, easy to use app and [website](#) that provides practical support and information on how to respond to domestic abuse. Bright Sky helps you to spot the signs of abuse, know how to respond, and help someone find a safe route to support. Thames Valley Partnership offer organisations **free Bright Sky training** to help everyone feel more confident in using the app and it's features. This training can be tailored to the audience and can be particularly important for HR leads, Managers and Wellness champions. Awareness raising webinars can also be provided to support whole organisations. Training is free and offered remote via teams or zoom. [Contact](#) the Bright Sky team to learn more.
- All employers have a duty of care to protect their workers, and not taking reasonable steps to prevent sexual harassment means a business can be held legally responsible should an instance occur. **UK Hospitality** has teamed up with the **Equality and Human Rights Commission** to provide a **new report** to help ensure your teams are protected from sexual harassment in the workplace. [Here](#) you will find a series of information which explains what constitutes sexual harassment and includes templates to complement existing HR policies.
- Finally, read Lucy's interview with the British Safety Council on **Why domestic abuse is a workplace safety issue** [here](#).

## Coming soon

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We will be releasing two new member case studies in the coming weeks. Find out more about how retailer the **Co-op** and insurer **Canopus** have been implementing change internally. If you haven't seen the Balfour Beatty case study yet, this can be found on our new website in the member's area.

If you would like to tell us more about the work you are doing please contact [comms-events@eida.org.uk](mailto:comms-events@eida.org.uk)

## Future dates

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### Fireside chat with Jess Phillips MP – 29th June, 1.30pm (Virtual)

Lucy and Elizabeth will be speaking to Jess Phillips about the Domestic Abuse Act. Join the conversation and put your questions forward.

### Quarterly Network Meeting – 15<sup>th</sup> September, 11am (Hybrid)

Our next meeting is scheduled for 15<sup>th</sup> September 2022 and will explore the topic of Coercive and Controlling Behaviour. This event will be hosted in London and live streamed.

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## 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**, **Ask for ANI** and **Safe Spaces**: [eida.org.uk](http://eida.org.uk)

You can download our **Member Handbook** and template domestic abuse policy “**Sharon's Policy**” via the Members' Area of the website. Do have a look in our newly launched website at new resources that now available. The password is still: TakingAction21.

## 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](https://twitter.com/eida_uk) and [LinkedIn](https://www.linkedin.com/company/eida-uk/). 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.

Today's hashtag: #eidaJune22

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Kelly Wilde - [support@eida.org.uk](mailto:support@eida.org.uk)  
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