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Delegate Pack:

Understanding and Responding to Coercive and Controlling Behaviour

Thursday 8th December 2022

#eidaDec22

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Update from Sarah Newton, EIDA Chair



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

Today's subject

The theme for today's event is Understanding and Responding to Coercive and Controlling Behaviour.

Coercive control is an insidious form of domestic abuse that too often goes unrecognised. Today, we aim to understand the various forms coercive control can take, how to spot the signs and the best ways employers can support those experiencing it.

Please use the hashtag **#eidaDec22** when sharing online about our discussion today.

Cost-of-Living Crisis

Abusers may take advantage of the current cost-of-living crisis to increase their control over victims and their families. Moreover, the cost of leaving an abuser and the challenges of living on a single income are increased. A survivor with children may fear that they will be unable to support their family if they leave. Some frontline workers at Refuge have even said that [survivors have returned to perpetrators because they cannot afford to live alone or as a single parent.](#)

As an employer, you can make a huge difference in easing the financial burden, supporting your employee to leave their abuser and potentially saving their life.

Agenda



Understanding and Responding to Coercive and Controlling Behaviour

Welcome from the Chair

Sarah Newton, Chair, Employers' Initiative on Domestic Abuse

Update

Susan Bright, CEO, Employers' Initiative on Domestic Abuse

Guest speakers

- Coercive control; definition and overview: **Emily Fei**, Chief of Staff to The Domestic Abuse Commissioner for England and Wales
- How does coercive control impact people from African and Caribbean backgrounds differently? What can employers do to raise awareness and support employees?: **Tamar Nwafor**, Founder, The Lioness Circle
- Gowling WLG: the firm's story and a case study on coercive control: **Lorna Gavin**, Head of Diversity, Inclusion and Corporate Responsibility at Gowling WLG

Panel Discussion

Our guest speakers will be joined by EIDA Ambassador **Natalie Curtis**

Everyone's Business Awards

Patrick Ryan, CEO, Hestia

Close

Susan Bright, CEO, Employers' Initiative on Domestic Abuse

Speaker biographies

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Emily Fei

**Chief of Staff to the
Domestic Abuse
Commissioner for
England and Wales**

Emily Fei has been Chief of Staff to Nicole Jacobs, the Domestic Abuse Commissioner, since January 2020. Since then she has worked with Nicole to establish the new Office and build up the team, with work focussed on the Family Courts, supporting Migrant Survivors, community-based services, and establishing a domestic homicides and suicides oversight mechanism. Before joining the Domestic Abuse Commissioner's Office, Emily led on Violence Against Women and Girls policy within the Home Office



Tamar Nwafor

Founder, The Lioness Circle

Lioness Tamar is a lived experience leader & author of *The Lioness Uncaged*. She works directly with Black/racially minoritised female survivors of domestic abuse through her specialist "by and for" support service, based in Croydon - The Lioness Circle. She also works with Safelives & the MET, training police officers and other professionals on domestic abuse and community inclusion.

"My vision in being the voice of the voiceless is to help bridge the gap in creating more safe spaces for ALL survivors of abuse, but particularly those born of the African and Caribbean heritage."

Speaker biographies

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Lorna Gavin

Head of Diversity, Inclusion and Corporate Responsibility, Gowling WLG

Lorna Gavin is Head of Diversity, Inclusion and Corporate Responsibility, in a job share with Heidi Newbigging, at international law firm, Gowling WLG. A former corporate partner in the firm, Lorna co-ordinates the interaction and overlap between four areas of focus: our communities, our people, the environment and collaborative working with external partners.

Lorna drives the firm's diversity and inclusion agenda, including their Inclusion for All strategy which seeks to embed inclusion into all teams across the firm. She also oversees the work of their five employee network groups, mental health and wellbeing initiatives. Lorna leads the firm's pro bono and community work encompassing support to a range of charities, community groups and social enterprises, as well as volunteering programmes focusing on homelessness and employability.

In addition to community projects supporting victims of domestic violence, Lorna has introduced a Domestic Violence awareness-raising campaign and support programme within the firm, as a result of which a number of our people have come forward to ask for help. We have been able to make sure that they are safe and have the support they need.



Natalie Curtis

Safety and Sustainability Specialist, Balfour Beatty and EIDA Ambassador

"I'm absolutely passionate about raising awareness and educating others on Domestic Abuse. My employer's response was very supportive, I'm always thankful for their constant support. It's time to talk openly about Domestic Abuse to help end the stigma. We only have to look at the heart-breaking statistics to see how many victims/survivors are affected by this devastating crime."

Our newest Beacon

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We are delighted to welcome UK Power Networks as our newest Beacon member!



"By raising awareness and knowledge among our own employees, we hope to better support those facing domestic abuse. Having access to information and support is key, which is why we are proud to be the first Utility to sign up as a Beacon of EIDA." Alex Sturge, Head of Comms, Engagement and Development, UK Power Networks



Delegate Pack | Thursday 8 December



SLAUGHTER AND MAY / 7

New Beacons since September



"Amey became members of EIDA because we are committed to offering support to any of our people who are experiencing domestic abuse and want to shine a light on an issue that is often hidden."

"We want our people to feel comfortable raising issues and look forward to working with EIDA so that our people don't see domestic abuse as a taboo subject and can instead talk openly about it. To help raise awareness we are introducing a policy and guidance, support options and will have a team of trained Domestic Abuse Ambassadors." Nicola Hill, Head of Employee Relations and Policy, Amey



"We are keen to work with the EIDA network to ensure our people understand what domestic violence is and how we as an organisation will support them."

"We have also launched a goal to become Earth's Best Employer, a part of which involves leaders creating an environment of physical and psychological safety for employees. This extends to safety outside of the workplace and therefore addressing domestic violence with our employees is critical."

"Finally, we are a customer obsessed organisation. Recognising that the issues impacting our employees also impact our customers, we want to open and contribute to the dialogue on domestic violence via EIDA." Shradha Pabari, Principle PM, People eXperience and Technology UK, Amazon



The EIDA Team

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We would like to welcome our new Chair and CEO to the EIDA team:



Sarah Newton

Chair

Sarah has extensive experience in the public, business and voluntary sectors. She has held several leadership roles, most recently as the Chair of the Health and Safety Executive. Sarah was elected Member of Parliament between 2010 and 2019 and Minister at the Department for Work and Pensions and the Home Office, where she was responsible for domestic abuse.

Sarah brings 30 years' experience of strategic planning, reputation management and innovation with a focus on sustainability and inclusion.

Sarah was the Director of the ILC -UK, a 'think and do' tank tackling demographic change, and Director with responsibility for fundraising and marketing at Age Concern - now Age UK. Sarah also has 10 years' experience in financial services, as Marketing and New Business Development Directors for American Express Europe, at Citibank and on the Board of Age Concern Enterprises.



Susan Bright

CEO

Susan Bright has been appointed as the new CEO of EIDA. Susan joins us from global law firm, Hogan Lovells, where she has been a partner for more than twenty years. She led the firm's global antitrust practice, before becoming the Managing Partner for the UK and Africa and a member of the firm's global executive. Most recently, Susan has been the firm's first Global Managing Partner for Diversity & Inclusion and Responsible Business. She led on diversity & inclusion, wellbeing, pro bono legal work, community volunteering and sustainability for the firm, as well as collaborating with the firm's clients and other partners in these areas. Susan has been committed to tackling domestic abuse in the workplace for many years and Hogan Lovells is an EIDA Beacon.

Susan is also Chair of 50:50 Parliament, which helps women progress in politics and a Non-executive Director of the City Mental Health Alliance, a network of businesses working together to support and create positive mental health for their people.

The EIDA Team

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We are delighted to announce our new EIDA team members:



Catherine Buglass

Head of Resources

Catherine is responsible for EIDA's core functions including project management, finance, governance and operations.

Catherine brings wide experience from the voluntary sector having previously headed up Corporate Services at the Centre for Homelessness Impact, helping to set up the new organisation. She has previously led operations at FareShare, worked in education settings in East London and held diverse project management roles in the sector.



Ayesha Fordham

Membership and Partnerships Manager

Ayesha joins the team to support employers to improve their response to domestic abuse.

Ayesha previously worked in a dual role as the Domestic Abuse Vulnerability Policy Officer at the City of London Corporation, where she coordinated and delivered the City of London's strategic response to domestic abuse and violence against women and girls. Ayesha also worked as the Corporation's Independent Domestic Violence Advocate, supporting victims and survivors. Part of this role was providing advice and delivering training to employers around domestic abuse.

Everyone's Business



- A national programme working directly with employers to strengthen their internal response to domestic abuse.
- Provide policy support, a wide range of comprehensive CPD accredited training (including e-learning), a free advice line, an online portal that employers can add to their intranet site, an IDSVA (Independent Domestic Abuse and Sexual Violence Advocate) service, and bi-annual award to highlight best practice and share learnings.
- Worked with over 200 organisations, reaching over 700,000 employees since 2018.

Contact us: everyones.business@hestia.org

Other news and resources

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- New reforms, collectively known as '[Kay's Law](#)' are now in force to better protect survivors of domestic abuse and sexual assault. The police will now have to take into account the views of victims before releasing someone on bail. They will also be encouraged to use pre-charge bail instead of releasing suspects under investigation. The new provisions came into force on 25 October as part of the [Police, Crime, Sentencing and Courts Act](#).
- While the cost-of-living crisis is challenging for everyone, it is having destructive consequences for people experiencing domestic abuse. In [a survey carried out by Women's Aid](#), 50% of survivors said that they were prevented from fleeing given the reality of not being able to support their children and 73% said that the cost-of-living crisis had either prevented or made it harder for them to leave. The charity Hestia has also reported [a 30% increase in demand for domestic abuse refuge](#) as a result of the cost-of-living crisis. We have written a news story about the impact [on our website](#).
- Earlier this month, [the UK became the 37th state to ratify the Convention on Preventing and Combating Violence against Women and Domestic Violence](#), which was adopted by the Council of Europe and opened for signature in 2011. The UK's ratification of the Convention is widely seen as a positive step towards the wider goal of eradicating domestic abuse and violence towards women. However, some have criticised the UK's decision to reserve the right not to be bound by Article 59 of the Convention which compels states to protect women whose residency status depends on that of an abusive spouse or partner. Women's Aid and the Domestic Abuse Commissioner for England and Wales, Nicole Jacobs, among others, have spoken out on this issue. The Convention calls on all of society to get involved in fighting gender-based violence and abuse, not just the government, so it is worth sharing this important news within your business.
- [New measures are now in force which bar perpetrators of domestic abuse from cross-examining their victims in family and civil courts](#). The new measures came into force on 21 July 2022 as part of the landmark [Domestic Abuse Act](#). Other recent measures which form part of the act include the [non-fatal strangulation offence](#), meaning that abusers who strangle their partner in an attempt to control or induce fear will face up to five years in jail.

Stay in touch

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Please look out for our 'Tuesday Trios' which offer bite-sized news from EIDA, our partners and our members.

If there is something you would like to include or you would like to tell us more about the work you are doing please contact

Ayesha@eida.org.uk.

Coming up

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Quarterly Network Meeting – Date 23rd March 2023 (London and Hybrid)

Our next meeting will take place in the first quarter of 2022 and will explore the topic of Economic Abuse. This event will be hosted in London and live streamed. Date 23rd March 2023.

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

You can download our **Member Handbook** and template domestic abuse policy “**Sharon’s Policy**” via the Members’ Area of the website.

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.

Today’s hashtag: **#eidaDec22**

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Membership and Partnerships Manager, Ayesha Fordham - Ayesha@eida.org.uk

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