



#workplacesafeplace

Thank you for your interest and support.

It's easy to sign up:

- Visit [www.merseysidepcc.info/DAWorkplaceScheme.aspx](http://www.merseysidepcc.info/DAWorkplaceScheme.aspx) for more information;
- Or contact the Scheme Co-ordinator from the Office of the Police and Crime Commissioner for Merseyside to answer any questions you may have and formally sign up your organisation to the scheme;
- Once you are signed up, the nominated scheme contact will receive an Employer's toolkit. This will include a Domestic Abuse Policy and information guide, as well as promotional materials to share within your organisation and with interested employees about the role of Domestic Abuse Workplace Champions, including posters, informative leaflets and social media artwork;
- Employees interested in becoming Domestic Abuse Workplace Champions will be contacted to begin the process of assessment and recruitment.

*Joining Merseyside's Domestic Abuse Workplace scheme is currently free for all organisations to join and the impact of the scheme will be monitored throughout to evaluate its success*



0151 777 5155



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[www.merseysidepcc.info/DAWorkplaceScheme.aspx](http://www.merseysidepcc.info/DAWorkplaceScheme.aspx)



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# Merseyside Domestic Abuse Workplace Scheme



## WHY DOES DOMESTIC ABUSE MATTER TO MY ORGANISATION?

**The British Crime Survey estimates that one in four women and one in eight men will experience domestic abuse in their lifetime, therefore there is a strong chance that both victims and perpetrators of domestic abuse work in your organisation.**

## HOW DOES IT AFFECT EMPLOYEES?

Domestic abuse is estimated to cost business £1.9bn a year. It is likely to affect your employees' productivity, emotional and physical health and well-being. It can cause staff to take time off work and leads to absenteeism. Staff may also be at risk of abuse, intimidation, harassment, stalking or violence in the workplace. Work may be the only safe place for someone experiencing domestic abuse or violence.

## HOW DOES IT AFFECT COLLEAGUES?

Colleagues may have to cover for other workers while they are off. They may be unaware of the abuse, or not know how to help; or they may have to try to fend off the perpetrator if they make unwanted phone-calls or visits. They may even fear for their own safety.

## WHAT IS THE EFFECT ON EMPLOYERS?

Domestic abuse affects employers by impacting on the productivity, financial strength and success of the organisation. Organisations also have a legal liability for health and safety. The perpetrator – who may already know their partner's work times, phone numbers, colleagues, and security entry systems – poses an increased risk of workplace violence.

## WHAT IS THE MERSEYSIDE DOMESTIC ABUSE WORKPLACE SCHEME?

The Merseyside Domestic Abuse Workplace scheme aims to encourage organisations to provide staff with a secure working environment, creating safe spaces where staff affected by domestic abuse can talk in confidence. It will include employers having a safe domestic abuse policy, ensuring employees who are experiencing domestic abuse or perpetrating the abuse receive an appropriate and effective response. Each organisation will select a senior employee who will become the 'Scheme Contact' and employees who volunteer to become 'Workplace Champions'.

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## WHAT IS A MERSEYSIDE DOMESTIC ABUSE WORKPLACE CHAMPION?

Domestic Abuse Champions are employees who volunteer in their workplace to support colleagues who are affected by domestic abuse. After completing specialist training to spot signs of domestic abuse they are equipped with the understanding, knowledge and skills to respond safely and effectively to anyone wishing to speak up and seek support. They ensure appropriate information is available to colleagues at a time when they may need it most and will be able to signpost victims to specialist support. They will also be a link between your organisation and the Champions' Network.

## WHAT IS THE MERSEYSIDE DOMESTIC ABUSE WORKPLACE CHAMPIONS' NETWORK?

The Champions' Network is a confidential virtual platform. All Domestic Abuse Workplace Champions who have successfully completed the training will have access to the network where they will be able to find a wealth of useful information. It will be a place to share experiences, ask questions, seek advice and peer support to ensure safe practice. Champions will also provide feedback and data on all aspects of the scheme and the role to help it to develop and improve.

## WHAT ARE THE BENEFITS FOR MY ORGANISATION?

- Improved mental/physical health, morale and wellbeing of staff;
- Increased productivity;
- Reduced absenteeism;
- Helps to retain skilled and experienced staff;
- Addresses employer's duty of care to employees;
- Covers legal requirement to provide a safe and effective workplace;
- Shows your commitment to supporting your employees;
- Sends a clear message that domestic abuse is not tolerated inside or outside the workplace;
- Breaks down barriers to seeking help, especially for LGBT, BAME and disabled employees.

An incident of domestic abuse and/or violence can happen at any time, and as with any risk management, preparation is key. Having a domestic abuse policy which is accessible and visible to all employees can help save lives, keep colleagues safe, increase productivity and morale and assist in gaining and maintaining a reputation as a responsible employer.