

Membership Enquiry Pack

March 2019

Authors	Date	Version
Employers' Initiative on Domestic Abuse	23 January 2019	1.0
Employers' Initiative on Domestic Abuse	12 February 2019	2.0
Employers' Initiative on Domestic Abuse	1 March 2019	3.0

Welcome

Thank you for your interest in becoming a member of the Employers' Initiative on Domestic Abuse (EIDA).

We are a network of more than 250 companies and public sector organisations. Our key aim is to provide information for employers, many of whom have no experience in this area, to help them support their employees who are facing domestic abuse or who are perpetrators.



**1 in 4
women**



**1 in 6
men**

will experience domestic abuse in their lifetime – ranging from coercive control to murder

All employers will have some people who have **faced or are facing domestic abuse**, either as **victims, witnesses or perpetrators**. Many employers find that domestic abuse **reduces performance at work, increases absenteeism and may lead to mental illness**.

The European Institute for Gender Equality (2014) estimated that in 2012, the overall cost of gender based violence in the UK was.....



* due to absences from work resulting from injury

When employers demonstrate that they are aware of domestic abuse and make staff aware of the services that are available, this can help to reduce the wall of silence about domestic abuse that prevents many from seeking help.

Many employers are already taking action in their organisations – for example developing policies on domestic abuse, raising awareness amongst employees, training senior staff, managers and ambassadors on how to identify those who may need help, and offering direct help or signposting to where it can be found.

Only through greater awareness, relationship building and the sharing of best practice can we make a systematic change to the way domestic abuse is handled in the UK, and we believe that every one of our members plays an important part in that.

We hope you find this information to be of use.

Yours sincerely

Elizabeth Filkin, CBE

Chair

Our work to date

Over the past 2 years we have been involved with the development of a number of resources and initiatives that will benefit employers looking to take action.

Toolkit for Employers

Working with Business in the Community (BITC) and Public Health England (PHE), we have created a domestic abuse toolkit for employers. This consolidates the best evidence and employer practice, and aligns with freely available resources. You can access the Toolkit at: <https://wellbeing.bitc.org.uk/all-resources/toolkits/domestic-abuse-toolkit-employers>.

Bright Sky mobile app

The Vodafone Foundation, Vodafone's philanthropic arm, and Hestia, London's leading domestic abuse charity, have launched Bright Sky, a free and unique mobile app providing comprehensive support and information to people affected by domestic abuse, including a UK-wide directory of specialist support services. It is also a tool for friends, family and professionals seeking to support someone who is a victim. (According to a survey by Hestia, 1 in 3 people in the UK would not know how to help a friend or family member.) The app is free to download on the [App Store](#) and [Google Play Store](#).

To learn more about the app, please visit:

Hestia: <https://www.hestia.org/brightsky>

Vodafone Foundation: <https://mediacentre.vodafone.co.uk/news/bright-sky-launches/>

Everyone's Business

The EIDA is participating in a new cross-partnership programme launched in September 2019 to give employers access to bespoke support on domestic abuse affecting their employees. This pilot programme led by charity Hestia and backed by funding from the Department for Digital, Culture, Media & Sport, will be delivered by a consortium of organisations. Over the next 2 years employers will be able to access the tools needed to strengthen their response and support prevention efforts by raising awareness in the workplace. This will include:

- Assessment of current company policies
- Access to dedicated specialist senior advocates and counsellors
- Training for staff
- Use of an online portal that can be branded and tailored by employers

To learn more about the initiative and download a guide, please visit:

<https://www.hestia.org/everyonesbusiness>

To follow up with Hestia, please contact Sadia Wain: sadia.wain@hestia.org

Membership information

Joining EIDA

There is no joining fee. Our only request is that members take action to provide a supportive environment for staff that are affected by domestic abuse in any way. If your organisation would like to become a member, we ask that you complete the New Member Form and return it to: emma@ejcampbell.com. Please note that if you register to join the Network we may share your contact details with other members on request as part of furthering the network.

Could you please keep us updated with any changes. For example, providing contact details of your replacement if you change your role within the organisation or move to a different company.

Benefits

- Invitation to Quarterly Network Meetings, where you will receive updates from influential speakers and have the opportunity to network with other members
- Invitation to the EIDA Annual Conference
- Access to the Everyone's Business initiative, its digital portal and free advice
- Contribute to the national domestic abuse agenda through our policy work on the Domestic Abuse Bill
- Share lessons and resources on practice with other EIDA members
- Your company name included on the [EIDA website](#) (which lists all members)
- Access to a wide selection of resources on the [EIDA website](#)

Next steps / opportunities for engagement

We encourage employers to:

- Join the initiative
- Develop a policy on domestic abuse for your staff
- Train managers, staff and ambassadors
- Hold detailed information about where members of staff can get help, locally and nationally
- Put information on your website and intranet about domestic abuse
- Include information in your graduate and apprenticeship inductions
- Encourage members of staff who are suffering abuse to seek help and support them.
- Encourage other employers, large and small, to join the initiative
- Provide the EIDA with introductions to other employers

Contact details

If you would like to know more, please contact:

Elizabeth Filkin, Chair
filkine@hotmail.com
07791 326 528

Emma Campbell
emma@ejcampbell.com
07786 265 325

Governance

Our Steering Group

Our Steering Group has representatives from partner businesses and organisations as well as volunteers. Regular meetings are held.

Elizabeth Filkin CBE (Chair)

Chair, Independent Advisory Group, Marston Group
(Formerly Chair, Annington Homes, Several NEDs, Parliamentary Commissioner for Standards)

Michael Naish (Treasurer)

(Formerly, Victim Support)

Sue Akers CBE, QPM

(Formerly Deputy Assistant Commissioner, Metropolitan Police Service)

Fiona Cannon OBE

Group Director, Responsible Business and Inclusion, Lloyds Banking Group

Sir Martin Donnelly KCB, CMG

(Formerly Permanent Secretary, Department of International Trade)

Helen Lamprell

General Counsel and External Affairs Director, Vodafone UK

Richard McKenna

CEO, Inclusive Employers

Steve Maule

Group Head of Qualifications and Diversity, Lookers plc

Dr Janet Reibstein

Psychologist. Prof Emerita, University of Exeter; Relate National Clinical Advisory Board; Faculty, The Child and Family Practice.

Patrick Ryan

CEO, Hestia

Jabbar Sardar

HR Director, BBC Studios

Charlotte Sipi

Diversity and Inclusion Programme Manager, House of Commons

Tahani Saridar

Director of Development and Programmes, Institute for Food, Brain & Behaviour

Jenny Watson CBE

NED Financial Ombudsman Service
(Formerly Chair, UK Electoral Commission)

Pamela Zaballa

Global Executive Director, No More