

Membership Enquiry Pack

May 2019

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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 270 companies and public sector businesses. Our key aim is to enable employers, many of whom have no experience in this area, to support employees facing domestic abuse and to help employees who are perpetrators stop.

 **1 in 4 women**  **1 in 6 men** will experience domestic abuse in their lifetime – ranging from coercive control to murder¹

All employers will have some staff 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**. Only **5%** of businesses have a Domestic Abuse policy in place.

The Office for National Statistics estimates there were **1.94m** DA victims in 2016/17 (713k Male, 1.23m female)

¹ Office for National Statistics' Crime Survey, 2017
² Home Office Research Report 107, January 2019



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 employees who may need help, and offering direct help or signposting to where it can be found for them and their children.

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.

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 members have developed resources for employers taking action.

Toolkit for Employers

Business in the Community (BITC) and Public Health England (PHE), funded by The Insurance Charities, 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>.

In addition, Vodafone Foundation has created an international toolkit on domestic violence and abuse at work. You can access this [here](#).

Bright Sky mobile app

The Vodafone Foundation and Hestia have launched Bright Sky, a free and unique mobile app providing comprehensive support and information to people affected by domestic abuse.

The app is free to download on the [App Store](#) and [Google Play Store](#).



The Bright Sky team of ex police officers is available to support employers to cascade the roll-out of the Bright Sky app through their organisations and those wishing to help their victims. If this is of interest, please contact:

Darren Minton

07860 803521

darren.minton@tecsos.co.uk

Rachael Griffiths

07388 853896

rachael.griffiths@tecsos.co.uk

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 2018 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, is being delivered by a consortium of organisations.

To learn more about the programme please visit: <https://www.hestia.org/everyonesbusiness>

To follow up with Hestia, please email: everyones.business@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 who are affected by domestic abuse in any way. If your organisation would like to become a member, we ask you complete the New Member Form and return it to: support@eida.org.uk.

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. For information about the way in which EIDA processes your personal information as a controller, and your rights to your personal information, please see EIDA's Privacy Notice [here](#). Please keep us updated with any changes so we can keep your details as accurate as possible. For example, providing details of your replacement if you change your role 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 National 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
- 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
07791 326 528
chair@eida.org.uk

Kelly Wilde
support@eida.org.uk
Membership enquiries

Emma Campbell
office@eida.org.uk
All other enquiries

Governance

Our Steering Group

Our Steering Group has representatives from member 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)

Fraser Duncan ACMA (Treasurer)

Co-founder, several start-ups
(Formerly Managing Director, Terra Firma Capital Partners, Several NEDs)

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

Rebecca Lees

Diversity and Inclusion Coordinator, House of Commons

Richard McKenna

CEO, Inclusive Employers

Steve Maule

Group Head of Qualifications and Diversity, Lookers plc

Michael Naish

(Formerly, Victim Support)

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

Tahani Saridar

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

Pamela Zaballa

Global Executive Director, No More