

National Centre for Domestic Violence

MAKING DOMESTIC ABUSE SOCIALLY UNACCEPTABLE

Welcome & Introductions



What is Domestic Abuse?

The cross government definition of domestic abuse is:

“any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 and over who are, or have been, intimate partners or family members regardless of gender or sexuality”.

The Domestic Abuse Act 2021 became law in April 2021 and marks a significant step towards providing further protection to the millions of people suffering from Domestic Abuse.

The act has four main objectives:

- To promote Awareness
- To protect and support victims
- To transform the justice process
- To improve performance of the justice system

The many different parts of the act will commence at various points over the next couple of years.



Different Types of Domestic Abuse

Physical Abuse

Physical abuse is what most people think of as domestic abuse. It can include hitting, slapping, punching, kicking, hair pulling, biting and pushing. Anything that makes contact with your body is physical abuse even if someone uses an object to hit you with.

Emotional Abuse*

Being blamed for all the problems in the relationship, Undermining your self esteem and self worth. Sulking, not talking, threatening to kill themselves, telling you what to wear and when you can go out. Not letting you out. Checking your phone or emails.

Coercive Control – All of the above and...*

Isolating you from friends and family, not letting you eat or drink, monitoring your time, repeatedly putting you down, calling you names, making you think you are mad.

Financial Abuse

Not letting you have any money, threatening you if you don't give them money, forcing you to put all the benefits in their name, making you show them receipts for everything you buy.

Sexual Abuse

Forcing you to have sex, unwanted touching or kissing, making you watch porn, forcing you to have sex with other people in front of them, forcing sex without protection, taking explicit pictures of you without your permission, criticising or using sexually degrading insults.

*Emotional abuse and coercive control are very closely linked.

There are many other forms of domestic abuse. The above are the most common.

Quiz!

- In Britain, 2 women are killed by a violent partner or former partner every week.
- One in 4 women and 1 in 6 men will experience domestic abuse in their lifetime.
- An estimated 1.6 million women and 786,000 men experienced domestic abuse in 2020.
- A woman is more likely to be assaulted when she is pregnant.
- In Britain, police receive a complaint about domestic abuse every 30 seconds.
- In Britain, a woman is assaulted in her home every 6 seconds.
- Of domestic abuse crimes recorded by the police in the year 2021/22 - 25% were committed against men.
- In 90% of incidents children are in the same or next room when domestic abuse happens.
- In the UK, 62% of children in households where there is domestic abuse are also directly harmed.
- Between 2005 and 2015, 19 children in 12 families were killed by violent fathers who had been allowed to see them through formal and informal child contact arrangements.
- The social and economic cost of domestic abuse in the year 2016-2017 was £66 billion.
- Women are on average assaulted 35 times before they ask for help.



NCDV Statistics

- In **2021** there were a total of **92,438** referrals to NCDV.
- Of this total, **9,741** resulted in a protective order.
- During 2021, we provided our free service to over **3,798** victims/survivors, that could not obtain legal aid or afford a solicitor to represent them and would have undoubtedly otherwise fallen through the gap and gone unprotected.
- In **2022** there were a total of **95,905** referrals to NCDV.
- Of this total, **10,023** resulted in a protective court order.
- In 2022, we helped **5055** victims/survivors that could not obtain legal aid or afford a solicitor.

There are many reasons why people may not proceed with a protective order after they have been referred. These reasons range from fear, shame, guilt, threats, believing the abuser is sorry to love! However, we offer every single person who is referred to us the option of being signposted to other organisations that may be able to help them e.g. Women's Aid, Mankind, GALOP, Support through Court etc.

NCDV receive **60%** of their referrals from Police forces across England. The other **40%** come from domestic abuse organisations and statutory and voluntary organisations such as housing departments, social services and self referrals.

We know that nationally roughly **80%** of incidents that are domestic abuse related never get reported to the police or any other support service.

What service do NCDV provide?

The National Centre for Domestic Violence (NCDV) provides a free, fast emergency injunction service to victims/survivors of domestic abuse regardless of their financial circumstances, race, gender or sexual orientation.

Orders sometimes obtained within 24 hours*

How do NCDV help victims/survivors?

We do 3 things...

Non-Molestation Orders

(orders can include various clauses to suit the specific individuals situation)

- Stops violence, threats, intimidation and/or encouraging others to do the same
- Stops Offender coming within a certain distance of the home
- Stops Offender contacting victim/survivor
- Can last up to 6 months or longer

Occupation Orders

- Helps get a victim/survivor back into their home
- Gets an Offender out of the home

Prohibited Steps Orders

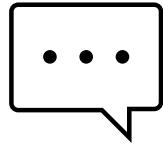
- Children at risk? Stops parent from taking them out of the Country
- Stops parent from changing a child's name

Contacting Us

Free Phone



Text



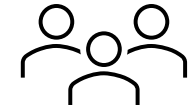
Email



App



Refer Direct



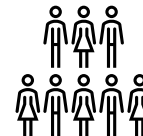
Referrals

Police



60% Referrals

Agencies



40% Referrals

Domestic abuse can happen to

ANYONE

Male and Female

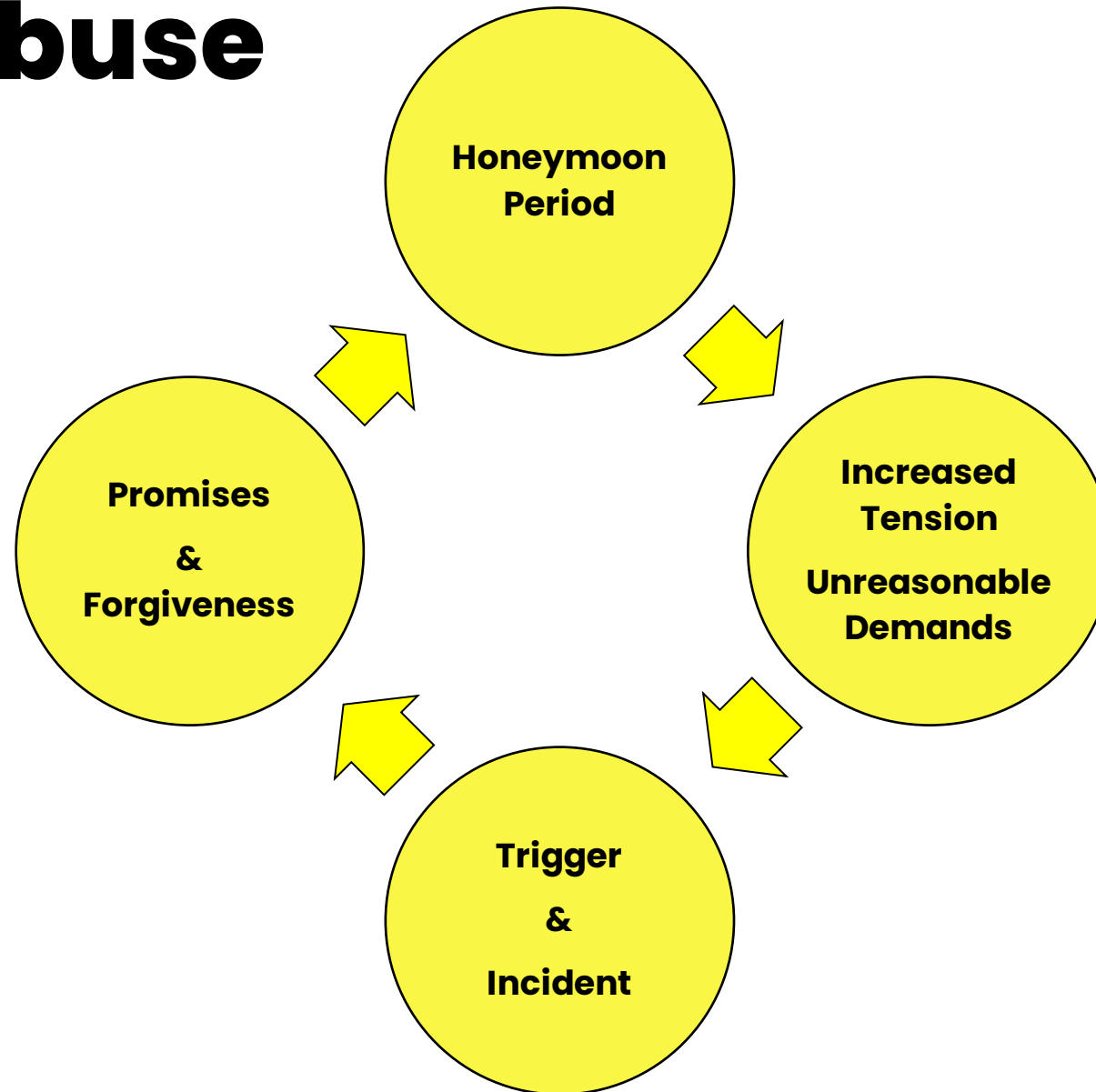
At any Age

Of any ethnicity, socio-economic
status, sexuality or background.

Rarely a One-off Event

- A pattern of coercive control
- Tends to increase in frequency over time
- Tends to increase in severity over time

Cycle of Abuse





Why is domestic abuse a workplace issue?

- In 2017 the estimated cost of domestic abuse to the economy was **£14 billion for time taken off work** and poor productivity¹. Since the pandemic, it is likely to be higher.
- A 2020 survey suggests **only 24% of employers** have a policy or structured support in place for employees experiencing domestic abuse².
- **75% of women experiencing domestic abuse are targeted at work** through threatening phone calls, emails, assaults and unannounced visits. Other colleagues can be caught up in these scenarios³. It is likely that men are also targeted at work.
- Victims often flee to an undisclosed address, consequently, **the workplace is the one reliable place a perpetrator can find them**.
- **Domestic abuse in the workplace is a Health & Safety concern**. Disturbances and threats can harm productivity and reputation, as well as put employees at risk. If a domestic abuse homicide takes place on work premises (as in the 2005 Harvey Nichols shooting) organisational policy, actions and HR notes will be scrutinised as part of the Domestic Homicide Review/inquest. A damning report might be extremely harmful to the way an organisation is perceived.

¹Gov.UK (2019) *The economic and social costs of domestic abuse*

²EHRC and CIPD (2020) *Managing and Supporting Employees Experiencing Domestic Abuse*

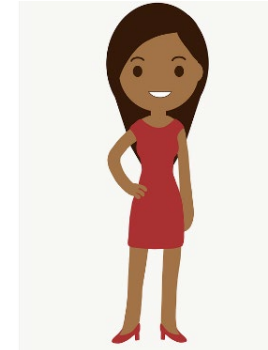
³Equality and Human Rights Commission *Domestic Abuse: Workplace policies and managing and supporting employees*

Impact on your business/organization & employee

- Unplanned absences from work due to injuries, effects on emotional wellbeing, and appointments with other agencies such as Police and Housing.
- Leaving the organisation without notice – often due to fleeing to an unknown address or location, or moving into emergency accommodation such as a women’s refuge.
- Poor mental and physical health leading to low productivity and inability to focus on work.
- Being harassed at work via phone calls, texts or visits to the workplace.
- Using alcohol or substances to cope, putting themselves and potentially other people at risk.
- Disclosing to their colleagues – resulting in colleagues feeling the need to offer ongoing emotional support and being distracted from work duties on a regular basis.
- Inappropriate dress for the workplace – some victims/survivors may show signs of self-neglect and poor hygiene due to poor emotional health, lack of funds, sofa-surfing with friends or living from their vehicle.
- Lack of funds – financial or economic abuse is a common dynamic of domestic abuse which may result in the victim/survivor borrowing money from colleagues which they are unable to repay, begging for advances on their wages, not maintaining and insuring or taxing vehicles they use for work, or taking company money or equipment.

Difficult Conversations – Case Study

Mandy



You are Mandy's supervisor/manager and you are seeing all the signs that she may be in an abusive relationship. How would you approach her and what would you say to her?

"Mandy, before we discuss your performance at work, I'd like to ask if everything is okay at home. We ask every member of staff the same questions, so I'm not singling you out, but if you're struggling with anything such as debt, or housing issues, or domestic abuse, we will try and support you as much as we can."

"Hello Mandy. This is a difficult subject to bring up, but I've noticed you have a lot of bruises recently so I'm going to ask you a question and I hope you can trust me enough to talk openly about it. Is someone hurting you and is there anything we can do as your employer to support you?"

"If you don't want to talk about it now, my door is always open and you can come and talk to me at any time. We want to help all of our employees be the best they can be at work, and if there's anything troubling you please let us help. "

Good Practice Guidance

- G** Good Listening – make time, take it seriously
- O** On trust – believe the disclosure
- O** On guard – prioritise immediate safety, be vigilant for safeguarding issues
- D** Discuss fears – reassure them, sympathise with their fears and concerns
- P** Practical and emotional support – both practical and emotional support is important
- R** Range of options – discuss a range of possible options and provide information
- A** Assure them the abuse is not their fault
- C** Common – let them know they are not alone in experiencing DVA, the prevalence is high
- T** Take off the pressure – they may not be ready to decide next steps
- I** Impartial – remain impartial, make no judgements about their choices or actions
- C** Case notes – record information appropriately, noting any risk and actions taken
- E** Ending – end positively; end tactfully. Let them know they can talk to you again if necessary

How we can work with you



- Free low Cost Training at your branches, 45 mins
- Low cost awareness materials
- Event support
- Member support
- A free, initial 15 minute consultation on your family matter with NCDV's sister company – National Legal Service (NLS). NLS can provide help and support with non molestation orders as well as various other family related legal matters including child custody, divorce and finances
- A dedicated telephone number has been created for all unions who are affiliated to NCDV - 020 3727 2054.

Also now available – NCDV's HR Toolkit Training, which includes:

- 4 hours of training for HR staff, supervisors and managers
- A hard copy toolkit with all information
- A model workplace Domestic Abuse Policy
- Quarterly newsletter on Domestic Abuse in the workplace
- Access to a qualified IDVA and a qualified perpetrator worker who holds the NEBOSH national diploma in Health & Safety in the workplace – for any safeguarding queries, concerns, advice or support.

For just £500 for the first year and various options for subsequent years.



Resources & Services

National Domestic Violence 24hr Freephone

0808 2000 247

Rights of Women free legal advice line

0207 251 6577 or 0207 490 2562

Men's Advice Line

Support and advice for male victims of domestic abuse

0808 801 0327

Survivors UK

For adult male survivors of rape or sexual assault

0203 598 3898

Ashiana

Ashiana specializes in helping Black and Minority Ethnic women

0208 539 0427

Jewish Women's Aid

0808 801 0500

Karma Nirvana

National helpline for those at risk of honour based violence

0800 5999 247

National LGBT+ Domestic Abuse Helpline (managed by GALOP)

0800 9995 428

National Centre for Domestic Violence

Making Domestic Abuse Socially Unacceptable.

For more information on NCDV and how you and your Union can support us to help victims & survivors of Domestic Abuse – please come and see us at our stall outside or contact:

Sharon Bryan

Head of Partnerships & Development

Tel: 07511 403 277

Email: sharon.bryan@ncdv.org.uk

[Order materials & resources](#)

