



EIDA Conference

16 October 2024

Joining forces to tackle domestic abuse

In partnership with

Google



Vodafone Foundation

@EIDAorg

#EIDAjoiningforces



Welcome

We are delighted to welcome you to the EIDA Conference, held in partnership with Google, Hestia and the Vodafone Foundation. Thank you for coming together to join forces to tackle domestic abuse.

EIDA last held a conference in October 2019. So much has happened in the intervening five years, including a huge growth in our employer membership, from 280 then to over 1,700 now. Increasingly, employers across the UK recognise the need to make the working environment a place where people affected by domestic abuse can talk about it safely and seek help. Yet there remains so much to be done.

Our mission remains the same: to equip employers to support their employees affected by domestic abuse and to share best practice with other employers. Our work is strengthened by putting the experience of those who have been impacted by domestic abuse at the heart of all our resources and events and working closely with Government and experts across the domestic abuse sector.

Our vision is for every employer across the UK to tackle domestic abuse. We encourage all employers, large and small, to take the following actions:

- Develop a domestic abuse policy for your organisation if you don't already have one.
- Measure the impact of your policy to make sure it is effective.
- Inspire other employers to do the same.

Let's work together to build a society where survivors thrive and where domestic abuse is not tolerated.



A handwritten signature in cursive script that reads "Susan Bright". Below the signature is a horizontal line.

Susan Bright, CEO, EIDA

Agenda

Time	Programme	Speakers
9.30	Event level opens for exhibition, refreshments and networking	
10.30	Conference opens in Major Tom	
10.30-12.30	Session 1	
10.30-10.45	Welcome and Survivor Voices	<p>Susan Bright, CEO, EIDA</p> <p>Debbie Weinstein, Vice President and Managing Director for the UK and Ireland, Google</p> <p>Gurdip Rai, Threat Assessment Lead (EMEA), Google</p>
10.45-11.15	Fireside Chat: Where are we now?	<p>Chair: Sarah Newton, Chair, EIDA</p> <p>Jess Phillips MP, Minister for Safeguarding</p> <p>Nicole Jacobs, Domestic Abuse Commissioner for England and Wales</p>
11.15-11.55	Panel Session: Employers as the enablers of a joined-up response to domestic abuse victim-survivors	<p>Chair: Catherine Hearn, HR Director, EMEA, Amazon Web Services</p> <p>Andrew Wadey, Detective Superintendent - Lead Responsible Officer for Domestic Abuse and Stalking, Met Police Service</p> <p>Jaswant Narwal, Chief Crown Prosecutor, Crown Prosecution Service</p> <p>Georgina Hamblin, Founding Partner, Hamblin Family Law</p> <p>Andrew Lane, EIDA Ambassador</p> <p>Susie McDonald, CEO, Tender</p>
11.55-12.30	Panel Session: Safeguarding victim-survivors when dealing with a perpetrator in your workforce	<p>Chair: Emma Jacobs, Journalist, Financial Times</p> <p>Bertie Tonks, Chief People Officer, Collinson</p> <p>Caroline Dunne, Chief People Officer, Rothesay</p> <p>Dani Saadu, Head of People & Culture, Wavemaker UK</p> <p>Jo Broadbent, Employment Law Counsel, Hogan Lovells</p> <p>Jo Todd CBE, CEO, Respect</p>
12.30-13.30	Lunch, networking and exhibition	

Agenda

Time	Programme	Speakers
13.30-14.55	Session 2	
13.30-13.40	Employer Insight: Vodafone	Leanne Wood, Chief Human Resources Officer, Vodafone
13.40-14.10	Panel Session: The role of tech as a tool for employers and employees	Chair: Lisa Felton, Managing Director, Vodafone Foundation Phoebe Crowder, Global Digital Programmes Director, Hope After Harm Elizabeth Filkin CBE, President, EIDA Advisory Council Patrick Ryan, CEO, Hestia
14.10-14.55	Interactive Session: Everyone's Business: Practical guidance for responding to domestic abuse	Chair: Patrick Ryan, CEO, Hestia Alessia Bianco, Head of Everyone's Business, Hestia Sue Harper, Deputy Director of Domestic Abuse and Sexual Violence Prevention, Hestia
14.55-15.15	Break, networking and exhibition	
15.15-16.30	Session 3	
15.15-16.00	Panel Session: Understanding the impact of employers' interventions	Chair: Dr Olumide Adisa, Senior Research Fellow, University of Suffolk Sharon Baker, Chief Inspector, Avon and Somerset Police Dr Vanessa Gash, Reader in Sociology, City, University of London & Dr Niels Blom, Research Fellow, City, University of London Dr Karen Schucan Bird, Associate Professor, Social Research Institute, University College, London Carrie Bower, Domestic Abuse Lead, Age UK Meena Kumari, Founder and Director of H.O.P.E Training and Consultancy
16.00-16.10	Fireside Chat: EIDA in Action	Ayesha Fordham, Head of Membership and Engagement, EIDA Rajinder Pryor MBE, EIDA Ambassador
16.10-16.20	Employer Insight: National Grid	Cordi O'Hara, President, UK Electricity Distribution, National Grid
16.20-16.30	Call to Action	Susan Bright, CEO, EIDA
16.30-17.00	Networking and exhibition	
17.00	Conference closes	

Speakers

in order of appearance



Susan Bright

CEO, EIDA

Susan joined EIDA as CEO in 2022. Previously she was a partner at global law firm, Hogan Lovells. Susan held various senior leadership positions, including as a member of the firm's global executive and UK Managing Partner. Susan has been committed to tackling domestic abuse for many years and led the firm's introduction of its domestic abuse policy. Hogan Lovells became one of EIDA's early Beacon members. Susan is also Chair of 50:50, a charity which helps women to progress in politics and is a Non-Executive Director of MindForward Alliance, a network of businesses working together to support and create positive mental health for their people.



Debbie Weinstein

Vice President and Managing Director for the UK and Ireland, Google

Debbie is Vice President and Managing Director for Google in the UK and Ireland. She leads teams responsible for business partnerships, as well as the company's drive to ensure that everyone throughout the UK has the opportunity to leverage the potential of Google's AI.



Gurdip Rai

Threat Assessment Lead (EMEA), Google

Gurdip joined Google in October 2017, undertaking the role of Employee Relations Investigator. In January 2019, Gurdip became a member of the Global Security and Resilience Services team to lead the first ever of its kind threat assessment program for the region. Her remit involves assessing threats of violence that have a nexus to Google, its workspace and employees. Earlier this year, her scope expanded to include conducting investigations into security policy violations, including managing insider risk.

Speakers



Sarah Newton

Chair, EIDA

Sarah has over 30 years of experience in the public, business and voluntary sectors. Previously Director of American Express Europe, Director of the 'think and do' tank ILC-UK and Director of Age Concern (now Age UK), Sarah was elected Member of Parliament between 2010 and 2019. She was Minister at the Department for Work and Pensions and the Home Office, where she was responsible for domestic abuse. For the last four years, she has been a Non-Executive Director at the Royal Cornwall Hospitals Trust and is Chair of the Health and Safety Executive.



Jess Phillips MP

Minister for Safeguarding and Violence Against Women and Girls

Jess Phillips was appointed Parliamentary Under-Secretary of State in the Home Office on 9 July 2024. Jess first entered Parliament as the MP for Birmingham Yardley at the 2015 general election. Before becoming an MP, Jess worked for Women's Aid in the West Midlands, developing services for victims of domestic abuse, sexual violence, human trafficking and exploitation. She was elected to Birmingham City Council in 2012 and was appointed Birmingham's first ever Victims' Champion in the same year. As an MP, Jess has continued to promote women's rights and to encourage the most vulnerable in society to participate in politics and to find their voice.



Nicole Jacobs

Domestic Abuse Commissioner for England and Wales

Since her appointment to the role of Domestic Abuse Commissioner in September 2019, Nicole has been putting her 30 plus years of experience in domestic abuse policy and intervention energetically to work, driving improvements to transform the response to domestic abuse in England and Wales. She is committed to championing victims and survivors of all ages, status, and backgrounds, and to shining a light on practices that fail them.

Speakers



Catherine Hearn

HR Director, EMEA, Amazon Web Services

Catherine joined Amazon in 2020 as Director of Talent Acquisition for the consumer businesses internationally. In 2022 she transitioned to HR, taking on the role of HR Director for the UK leading on the UK People Priorities including employee experience and engagement. She is UK sponsor for Diversity, Equity and Inclusion, a role that supports Amazon's efforts to build an environment where everyone is valued and inspired to do their best work. She recently moved to AWS, Amazon's cloud computing division as HR Director for EMEA. Prior to Amazon Catherine was an HR Director responsible for Talent for the BBC, joining the organisation in 2015 from Walt Disney where she was Head of Talent Acquisition for International. Her early career was in executive search supporting consumer organisations in diversifying their senior leadership.



Andrew Wadey

Detective Superintendent – Lead Responsible Officer for Domestic Abuse and Stalking, Metropolitan Police Service

Andrew is a Detective Superintendent serving in the Metropolitan Police Service. He is the Lead Responsible Officer for Domestic Abuse and Stalking which includes the thematic responsibility for colleagues who are victims of domestic abuse and also those who are victims of police perpetrated offences. Andrew has served with the Met for over 20 years and has dedicated his career to investigating domestic abuse, rape and serious sexual offences and child abuse. He works with a team of dedicated professionals to support front line leaders and practitioners across London to care for victim-survivors and bring offenders to justice.



Jaswant Narwal

Chief Crown Prosecutor, Crown Prosecution Service

Jaswant is an experienced Chief Crown Prosecutor having worked both nationally and regionally in many different areas. She has been involved in many high-profile cases over the years and is currently overseeing all criminal prosecutions in CPS London North. Jaswant has 35 years' service in the Criminal Justice System, and is the CPS national lead on Forced Marriage, Female Genital Mutilation (FGM), Honour-Based Abuse (HBA), and now Harmful Practices and is also the national lead on Race & Ethnicity. She has been recognised and awarded for her work in these fields. Jaswant also coaches and mentors and especially provides support to women and young students.

Speakers



Georgina Hamblin

Founding Partner, Hamblin Family Law

Georgina previously headed the London Family Team at Vardags law firm. She now heads her own firm employing a team of eight at Hamblin Family Law which focuses on High Net Worth Family law. She is currently shortlisted for Spears 2024 Family Lawyer of the Year and City Wealth's Entrepreneurial Power Woman of the year and is recognised as a Leading Partner in Legal 500.



Andrew Lane

Head of Change Delivery, His Majesty's Prison and Probation Service and EIDA Ambassador

Andrew joined the Probation Service as the Head of Business Strategy and Change in 2019 after a number of years working in the education sector in the UK and overseas. As a domestic abuse survivor, Andrew is determined to use his experience to help support others who might find themselves in a similar position or who may be worried about friends, family or colleagues. Andrew is an ambassador for EIDA, and the co-chair of the Safe Space Forum within the Ministry of Justice.



Susie McDonald

Chief Executive, Tender

Susie McDonald is the Chief Executive of Tender, an arts charity working to prevent domestic and sexual violence by promoting healthy relationships based on equality and respect. Since 2003 Tender has reached over half a million children and young people and 27,000 adults across the UK through their interactive workshops that enable individuals to develop their understanding and critical awareness of healthy and unhealthy behaviours. Tender's focus on prevention seeks to create culture change within organisations, schools, youth settings, and business.

Speakers



Emma Jacobs

Journalist, Financial Times

Emma Jacobs writes features with a particular focus on work, changes in the workplace, and office life. She also writes columns and interviews for FT Weekend. Previously, at the FT she was the co-author of the satirical column, Work Tribes.



Bertie Tonks

Chief People Officer, Collinson

Bertie is the Chief People Officer for Collinson, the global leader in Loyalty and Benefits for some of the world's largest brands. He is passionate about people and transforming the world of work and this is apparent in the lasting positive impact of everything he does. He is determined to ensure generations working both now, and in the future, get to benefit from working in more human centred organisations. Bertie was awarded the prestigious HR's Most Influential Practitioner Award 2023 by HR Magazine. In 2024 he was inducted in the HR Most Influential Hall of Fame for his contribution to progressing the HR profession. Bertie describes himself as a skateboarder; he believes this is what defines him as a person above all else. He is a skateboarder who just happens to do HR.



Caroline Dunne

Chief People Officer, Rothesay

Caroline is Rothesay's Chief People Officer and a member of Rothesay's Executive Committee. She holds overall responsibility for shaping and delivering People strategy, including responsibility for HR, talent development, recruitment, and Rothesay's diversity and inclusivity programme. She also leads the implementation of actions identified as part of Rothesay's annual employee survey and is part of the D&I Executive Working Group. Caroline is a qualified employment lawyer and joined Rothesay this year from Goldman Sachs where she held a number of senior-level positions including Managing Director in Human Capital Management, Head of Employee Relations, APAC, and most recently Head of Employee Relations in EMEA.

Speakers



Dani Saadu

Head of People & Culture UK

Dani Saadu is a seasoned global People and Culture leader renowned for his effectiveness and expertise in driving organisational excellence. He has nearly 20 years of experience in the people sector in FMCG, Media & Advertising, Pharmaceutical, NHS, Recruitment, and Travel. With a robust skill set encompassing people generalist practices, Diversity and inclusion initiatives, and transformative change management, Dani is a beacon in talent development and organisational dynamics.

An accomplished author with the best-selling book *The Capex Formula*, Dani's expertise extends beyond the office place. His affinity for Lean and Agile methodologies and penchant for storytelling underscore his commitment to innovation and efficiency.



Jo Broadbent

Employment Law Counsel, Hogan Lovells

As Counsel Knowledge Lawyer in the Hogan Lovells' employment team, Jo keeps clients and the team up to date with legal developments and presents training courses, webinars and workshops. She is a member and former chair of the Employment Lawyers Association training committee. Her interest in "family friendly" issues is long standing and she is a contributing author for Brightmine on maternity rights, other types of parental leave, and flexible working. Hogan Lovells supports EIDA on a pro-bono basis and Jo carries out an annual legal review of the domestic abuse policy template created in collaboration with EIDA ambassador, Sharon Livermore MBE.



Jo Todd CBE

CEO, Respect

Jo is the founding CEO of Respect, where for over 20 years she has been at the forefront of developments in the domestic abuse perpetrator sector. She has been a key player influencing government and statutory sector agencies to improve responses to perpetrators, ensuring that they are held to account, offered the chance to change and stopped from causing harm. Jo has worked in the domestic abuse sector for more than 30 years, starting with a variety of frontline roles with survivors, as a Refuge worker, running women's groups and supporting survivors whose partners were attending a Domestic Abuse Perpetrator Programme (DAPP). This grounding has been crucial to Jo's ongoing work at Respect, putting the safety, wellbeing and freedom of survivors at the heart of all responses to perpetrators.

Speakers



Leanne Wood

Chief Human Resources Officer, Vodafone

Leanne joined Vodafone as Chief Human Resources Officer and a member of the Executive Committee in 2019. She is responsible for leading Vodafone's people and organisation strategy which includes developing strong talent and leadership, effective organisations, strategic capabilities and an engaging culture and work environment. Leanne is a current Non-Executive Director and member of the Audit, Corporate Responsibility and Nomination and Remuneration Committees at Compass Group PLC. She is also a Trustee of the Vodafone Foundation and a Fellow of the Sutton Trust.



Lisa Felton

Managing Director, Vodafone Foundation

Lisa is the Managing Director of the Vodafone Foundation, which is dedicated to deploying connectivity and technology to deliver long term, sustainable benefits for vulnerable communities around the world. She has over 20 years' experience as a lawyer, and in strategy and policy both within Vodafone and in private practice. She is a Visiting Policy Fellow at the Oxford Internet Institute and holds an MA from Oxford University in Law, and a Masters in International Law of Human Rights.



Patrick Ryan

CEO, Hestia

Patrick has led Hestia since 2003. In 2023 Hestia supported 20,000 adults and children across London and the Southeast to recover from trauma and crisis and to find safety, hope and purpose. This includes victims of modern slavery, survivors of domestic abuse, those struggling with their mental health, care leavers and those leaving prison. Hestia is one of the largest providers of domestic abuse refuges in London and the Southeast – providing emergency and lifesaving homes and support. Patrick is a psychoanalytic psychotherapist with a particular interest in trauma and resilience.

Speakers



Elizabeth Filkin CBE

President, EIDA Advisory Council

Elizabeth's career spans public, private and third sectors. She has held positions as CEO, Citizens Advice; Deputy CEO, London Docklands; The Adjudicator, HM Revenue and Customs; Parliamentary Commissioner for Standards, and conducted the Independent Inquiry into the relations between the Metropolitan Police and the press. She has chaired Annington Homes Ltd, The Advisory Group for Marston Holdings, and the Appointments Committee for the General Pharmaceutical Council.

Elizabeth founded EIDA in 2017 and is now the President of the EIDA Advisory Council. She also chairs TecSAFE, is a Non-Executive of Diales and is a trustee of the Vodafone Foundation.



Phoebe Crowder

Global Digital Programmes Director, Hope After Harm

Phoebe serves as the Global Digital Programmes Director for the charity Hope After Harm. Funded by the Vodafone Foundation, she oversees the international Bright Sky programme and the Rise4Change trauma-informed training project. With over a decade of experience in the charitable sector, Phoebe's specialisms are in violence against women and girls, the intersection of technology and abuse and implementing trauma-informed practices. Before joining Hope After Harm, she was instrumental in developing and delivering specialised services for survivors of violence, women affected by the criminal justice system, and minoritised young people. Driven by a deep commitment to ending violence and abuse, Phoebe is dedicated to advancing global services that are intersectional, sustainable, and gender-responsive.



Alessia Bianco

Head of Everyone's Business, Hestia

Alessia joined Hestia in 2019 and is Head of Everyone's Business, providing domestic abuse and sexual violence support for employers. Alessia has worked in the domestic abuse sector for 15 years, with extensive experience as a manager in domestic abuse services including services which directly support employers. Alessia holds a BA(Hons) in Social Work and has frontline experience supporting people experiencing domestic abuse, including child to parent abuse and was the family court lead in a previous domestic abuse service, in community and refuge-based settings.

Speakers



Sue Harper

Deputy Director of Domestic Violence and Sexual Violence Prevention, Hestia

Sue joined Hestia in March 2021 and is Deputy Director of Domestic Abuse and Sexual Violence Prevention. Prior to joining Hestia, she worked in the Social Care field for over 20 years and at Senior Executive Level for around 15 years. Sue holds a BSc in Psychology, a MSc in Conflict Resolution and Mediation, and various additional post graduate qualifications including Systemic Family Therapy. On a practitioner level she has significant expertise in Children Act Proceedings (Private and Public Law) with specialist knowledge of domestic abuse, as well as Family Conflict and Child Contact Interventions. Sue held national strategic lead responsibility for Domestic Abuse for three separate organisations and has extensive experience of working with children affected by domestic abuse and individually with children, survivors and perpetrators.



Dr Olumide Adisa

Senior Research Fellow, University of Suffolk

Olumide is a Senior Research Fellow at the University of Suffolk and Complex Systems Theory Lead/Co-Investigator at VISION at City University, London, UK. She founded the Domestic Abuse Research Network (DARNet). As an engaged academic in the sector, she brings an enormous breadth and depth of knowledge and experience on domestic abuse, improving services and commissioning for all victim-survivors, and developing complex systems change approaches for violence prevention and mitigation. She co-curated the pioneering edited collection titled 'Tackling Domestic Abuse and Sexual Violence: A Systems Approach'.



Sharon Baker

Chief Inspector, Avon and Somerset Police

Sharon is a Chief Inspector in Avon and Somerset Police. She is spearheading work from within policing aiming to transform attitudes and beliefs around domestic abuse. Sharon made the courageous decision to speak out as survivor, enabling others with lived experience in policing to come forward. Harnessing their voices, she has led the design of multiple new support measures for employees including the first survivors' network in policing. Sharon is using her influence to effect change in the public sector more widely and also in business. She is leading work nationally with Dr Patricia Canning to encourage people to stop using language in common use that blames the victim or minimises abuse.

Speakers



Dr Vanessa Gash

Reader in Sociology, City St George's University of London

Vanessa is an empirical and interdisciplinary social scientist and has specialised in quantitative labour market research with expertise in both panel and cross-national data structures. Her work focuses on gendered differences in employment. She is currently co-PI of VISION the 'Violence, Health and Society' Project, where she is the lead of a thread researching the effects of violence on labour market outcomes. She completed a DPhil in Economic Sociology at Nuffield College, Oxford University and is a Research Affiliate of the Economic and Social Research Institute, Dublin, where she began her career in public sector research. She also maintains links with the University of Lausanne, where she has obtained the status of 'Collaborateur Scientifique', with colleagues from the Centre for Life Course Research (LIVES).



Dr Niels Blom

Research Fellow, City St George's University of London

Niels Blom, PhD, is a Research Fellow at the Violence and Society Centre at City, University of London. He researches violence and abuse, gender dynamics, family structures and transitions, and economic inequality. His particular focus is intimate partner violence and abuse and its health and economic impact. In the Violence Health and Society research consortium, he works on domestic abuse and employment outcomes, integration of data sources and methods, and the crime survey for England and Wales. Prior work concerned family formation and dissolution, relationship quality, couples' division of labour, and economic inequalities. Niels obtained his PhD from Radboud University in the Netherlands and has previously worked at the universities of Southampton and Bath.

Speakers



Dr Karen Schucan Bird

Associate Professor, University College London

Karen is an Associate Professor of Social and Political Science at University College London. She is an interdisciplinary social scientist who tackles real-world issues through collaborative research. Karen has expertise in domestic abuse, evidence synthesis, and arts-based approaches. Currently, Karen's research is focused on interventions that promote, enhance, or create informal support for victim-survivors of domestic abuse. This refers to support provided by friends, family, neighbours, or colleagues. Through this research, Karen has collaborated with victim-survivors of domestic abuse and organisations from the sector (such as SafeLives and Solace Women's Aid) to create meaningful projects and drive useful impacts. Karen publishes her research in academic journals and her work has featured in multiple news outlets including The Conversation and the Daily Mirror.



Carrie Bower

Domestic Abuse Lead, Age UK

Carrie is the Domestic Abuse Lead at Age UK, a national charity for older people. She is a registered social worker and trauma informed trainer. Her role includes leading Age UK's domestic abuse policy, and providing training and resources to Age UK employees, volunteers and the older people using Age UK services. Carrie was instrumental in Age UK's report 'No Age Limit: The Hidden Face of Domestic Abuse', which along with other campaigning, resulted in the ONS removing the upper age limit in the domestic abuse crime survey data collection. In her role at Age UK, Carrie co-produces and delivers Specialist Older Person Violence Advisor training for SafeLives and Independent Sexual Violence Training: Older People for LimeCulture.

Speakers



Meena Kumari

Founder/Director, H.O.P.E Training & Consultancy

Meena, founder of H.O.P.E Training and Consultancy Ltd and H.O.P.E Training & Leadership C.I.C., is a specialist in gender-based violence and safeguarding. With nearly 20 years' experience in services relating to violence against women and girls (VAWG), she's managed frontline programmes, working with victims and perpetrators. Meena delivers CARA and Adult Recovery toolkit programmes and leads research on domestic abuse in minoritised communities. She pioneered a leadership programme for Black and racialised staff in VAWG, tackling institutional racism and isolation. Meena has authored book chapters, academic papers, and contributes to Domestic Homicide Reviews. She's received multiple awards, including the Global Majority Leader for Women's Awards (East Midlands), Thought Leader Award (London) and a High Sheriff of Leicestershire award. Meena serves on various boards and committees, including the International Network Against Accusations of Witchcraft and the EIDA Advisory Council. In 2024 Meena launched the Safe Spaces Wheel and Framework for Black & Racialised Leaders alongside Dr Olumide Adisa.



Ayesha Fordham

Head of Membership and Engagement, EIDA

Ayesha's role as Head of Membership and Engagement at EIDA involves supporting EIDA members, including Beacon and Strategic Partners members, to take effective action on domestic abuse. She develops partnerships with the domestic abuse sector and manages EIDA's Ambassador programme to ensure the survivor voice is at the heart of all EIDA's work. Ayesha previously worked within the City of London where she coordinated and delivered the City of London's strategic response to domestic abuse and violence against women and girls, alongside her role as the Independent Domestic Violence Advocate, supporting victims and survivors of domestic abuse.

Speakers



Rajinder Pryor MBE

Head of Business Partnering (Southern), Digital, Data and Technology Services, Network Rail and EIDA Ambassador

Rajinder is Head of Business Partnering (Southern) in Network Rail. She is passionate about transformation in organisations and wider society. A committed advocate for employee networks, she is a Board Trustee for Women in Rail, an Ambassador for EIDA, a Champion for White Ribbon UK, and a trained Mental Health First Aider. Her determination is coupled with a strong voice, having led initiatives to raise greater awareness about domestic abuse in the rail industry. Her accolades include Women in Rail's Inspirational Woman of the Year 2018; an MBE in the 2021 Queen's Birthday Honours for services to diversity and inclusion; and she featured in a book celebrating Indian independence '75 years, 75 women, 75 words'. Recognising her impact in creating conversations and encouraging participation through her writing, she was selected as the 2023 EMEA Region Viva Engage Community Champion by SWOOP Analytics and Microsoft.



Cordi O'Hara

President UK Electricity Distribution, National Grid

Cordi is responsible for the safe and reliable operation of the UK's largest electricity distribution network, serving more than eight million customers across the East and West Midlands, Southwest and South Wales. As President, Cordi is accountable for National Grid's £6bn investment programme that will be delivered between 2023-28, keeping clean, fair, affordable power flowing to homes and businesses across the region. In her time at National Grid, Cordi has been a strong advocate for innovative solutions to a decarbonised energy market, believing clean technology solutions and new demand response initiatives can help to deliver Government targets for net zero.

Exhibitors

DOMESTIC ABUSE ALLIANCE

The Domestic Abuse (DA) Alliance provides legal support and protection for people living with domestic abuse. The free-to-use WEPROTECT mobile app enables instant victim referral to ensure that appropriate legal support is actioned without delay. People can also make a referral online or contact the freephone telephone helpline: 0800 101 7110 for assistance. The team will demystify the legal process for those seeking support and, where appropriate, connect them to a firm of solicitors in their Legal Partner Network to seek an appropriate court order.

www.domestic-abuse.co.uk



The Employers Domestic Abuse Covenant (EDAC) is a pledge by businesses to support those affected by abuse to enter or re-enter the workplace. Employers are invited to sign the covenant and identify opportunities within their businesses for those seeking sustainable employment opportunities.

www.edacuk.org



@EDAC_UK



@edac-project



Galop are the UK's LGBT+ anti-abuse charity, supporting victims and survivors. Their LGBT+ specialist education and consultancy can help employers to incorporate LGBT+ inclusion and safety in EDI strategic planning. With over 40 years of experience, they can help employers to create change which enhances the wellbeing, safety, and retention of LGBT+ staff.

www.galop.org.uk



HERSANA provide tailored support to Black femmes who have faced all forms of gender-based violence. Their mission is to create holistic, gender-specialist, culturally specific and trauma-informed safe spaces for Black women and girls affected by or at risk of gender-based violence across England and Wales, as well as campaigning to eradicate violence against women and girls in all its forms.

www.hersana.org

Exhibitors



Hestia offer expertise in supporting employers and staff in relation to domestic abuse and sexual violence. With over 50 years of experience, they provide training, policy support, and bespoke IDVA/ISVA services. They also manage the BrightSky App, UKSaysNoMore campaign, Safe Spaces, and a confidential advice line, serving employers globally.

www.hestia.org/pages/category/everyones-business

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IKWRO provide advice and support to Middle Eastern, North African, and Afghan women and girls living in the UK, who have experienced, or are at risk of all forms of honour-based abuse, including forced marriage, child marriage and female genital mutilation (FGM), and domestic abuse. They offer services in Kurdish, Farsi, Arabic, Dari, Pashto, Turkish, and English. They offer free advice, advocacy and counselling services, and operate a refuge which provides safe accommodation and specialist support to single women at risk of honour-based abuse, forced marriage, and domestic abuse.

www.ikwro.org.uk

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The ManKind Initiative is a national charity supporting male victims of domestic abuse through its helpline and website. They support employers through training and presentations on the experiences of male victims, including male employees and customers. They also review employer domestic abuse policies and communication campaigns to ensure they are inclusive.

www.mankind.org.uk

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Mental Health at Work's mission is to improve working lives by influencing attitudes and behaviours around workplace mental health. They have been supporting organisations since 2015 with facilitated workshops, webinars, and digital learning. All programmes are tailored to meet the needs of individual clients, complementing any existing mental health strategy. Last year they worked across 60 countries.

Exhibitors

Respect

Respect is the UK charity stopping perpetrators of domestic abuse. Respect was established to focus on perpetrators of domestic abuse, and this, including their vital work with young people who cause harm, remains their key priority. Alongside this work, they deliver expert support to male victims of domestic abuse.

www.respect.org.uk

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SURVIVING ECONOMIC ABUSE

Surviving Economic Abuse is a UK charity dedicated to raising awareness of economic abuse and transforming responses to it. Domestic abusers often make it difficult for victim-survivors to work and control their wages. SEA provides training to help employers identify the signs of economic abuse and support colleagues experiencing it.

www.survivingeconomicabuse.org

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Tender provide tailored, modular training programmes. They offer domestic abuse awareness training so that managers become better allies for colleagues and customers who are at risk of or are experiencing abuse, and training on tackling sexual harassment in the workplace. All fees earned from their workplace training are reinvested back into their programmes for children.

www.tender.org.uk

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Vodafone Foundation's mission is to Connect for Good, using its charitable giving and Vodafone's technology to address some of the world's most pressing problems. Vodafone Foundation works in partnership with other charitable organisations to create solutions that bring about long-term sustainable change and has improved over 250 million lives.

Event partners



Google is honoured to be hosting EIDA's first in-person conference since the pandemic which is designed to strengthen partnerships, and drive progress in the field of domestic abuse. It's a pleasure to welcome members and partners of EIDA to our campus on 16 October for a day of inspiration, learning and connection. Google is a proud Beacon member of EIDA. We know this partnership will create meaningful opportunities to support our organisation's commitment to providing a safe, secure and supportive work environment for our employees. We have a dedicated programme for workplace violence prevention, housing a plethora of resources. We pride ourselves in highlighting the difficult issues that may concern our employees, and advocate for ways in which we can normalise discussions of abuse. Our goal is to promote and build upon the great work our team is doing in this space and we know that being part of EIDA is an important step in that direction.



Hestia is one of the largest providers of domestic abuse refuges in London and the Southeast – providing emergency and lifesaving homes and support. This includes for victims of modern slavery, survivors of domestic abuse, those struggling with their mental health, care leavers, and those leaving prison. Hestia's Everyone's Business programme offers bespoke domestic abuse support to employers, as well as the (free) Respond to Abuse advice line and website. Hestia created the Bright Sky domestic abuse app with tech and corporate partners, initially with Aspirant and now with Vodafone. Hestia is also the home to UK SAYS NO MORE, a national campaign, raising awareness to end domestic abuse and sexual violence across the UK. Hestia created Safe Spaces to enable victims of domestic abuse to access support on their local high street during the pandemic. Safe Spaces is now in 6,400 locations across the UK including Boots, Superdrug, Morrisons, TSB and HSBC. Online Safe Spaces, developed with the Royal Mail Group, has now been used over 2.1 million times.



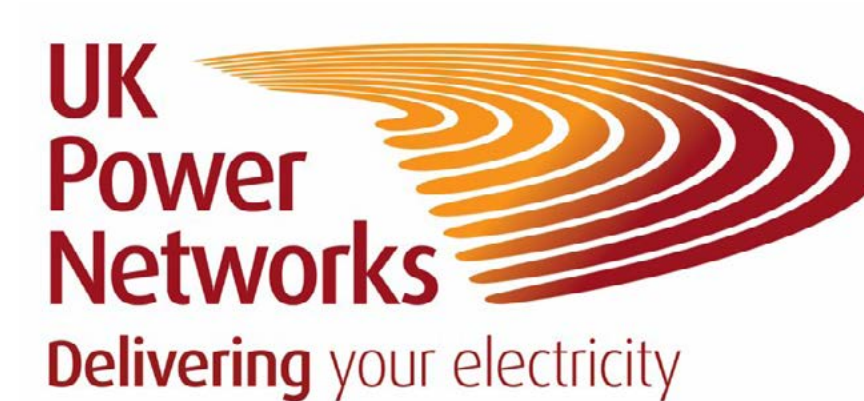
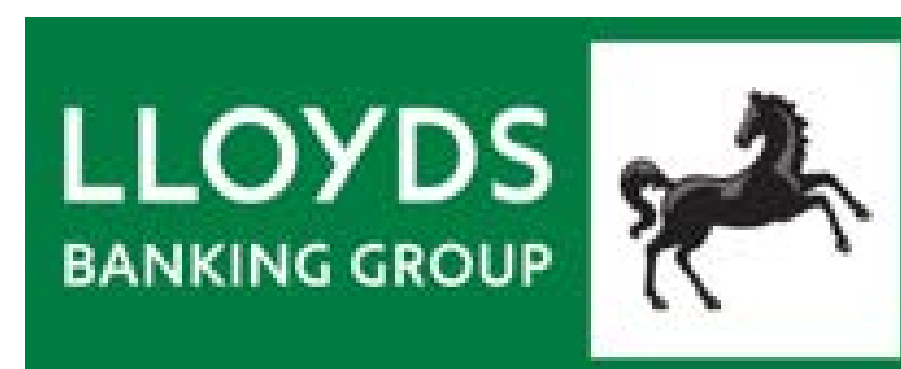
For over 10 years, Vodafone Foundation has used technology to connect over 2.8 million people affected by domestic violence and abuse to advice, support, and information. As an employer, Vodafone is equally committed to tackling the issue. Vodafone has a global domestic abuse policy for employees and became the first company to offer up to 10 days of paid leave to employees affected by domestic abuse on a global scale, providing support and specialist counselling. Vodafone's toolkit on domestic abuse includes guidance for managers on remote working and how to support anyone impacted by abuse. It is available for all employers to download. Vodafone is a founding member of the Employers' Initiative on Domestic Abuse (EIDA). Through their partnership with EIDA, Vodafone Foundation hopes to encourage all UK employers to take effective action on domestic abuse.

With thanks to

Thank you to our wonderful [Ambassadors](#), our EIDA [volunteers](#) and all those who are giving their time to support today's Conference. Thank you to our [Trustees](#) and [Advisory Council members](#) for their ongoing support and guidance.

Thank you to our Beacon Members and Strategic Partners who support us in spreading awareness, relationship-building and sharing best practice so we can join forces to make a systemic change to the way domestic abuse is tackled in the UK.

Our Beacon Members



Our Strategic Partners



Contacts and resources

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Resources

[Click here](#) to join EIDA

Access our Employer Handbook [here](#)