

Business case: developing and implementing a workplace domestic abuse response for *[name of organisation]*

*[Adapt this template business case to meet the needs of your organisation. Instructions and content to provide are shown in italics.]*

Introducing a workplace domestic abuse response to support our employees and their families impacted by domestic abuse will be a powerful way of demonstrating that we care about the wellbeing of our people. Domestic abuse has a devastating long-term impact. Developing an effective response is the most responsible and cost-effective way for us to tackle this issue.

As an employer, we have a duty of care to our employees. The statutory guidance accompanying the Domestic Abuse Act 2021 makes clear that employers should consider the impact of domestic abuse on employees as part of that duty of care.

How domestic abuse is impacting *[name of organisation]*

It is likely that national statistics on domestic abuse will be reflected in our workforce. These show that one in four women and one in seven men experience domestic abuse in their lifetimes, impacting people from all social classes, races, religions, gender identities, or sexual orientations, and people living with disabilities, whatever their role or seniority. It is a workplace issue, following people into the workplace, impacting wellbeing and performance.

Research also shows that individuals experiencing domestic abuse find it hard to perform at their best at work. It can impact on their productivity, wellbeing, relationships, and participation at work. It is often possible for those experiencing domestic abuse to be targeted at the workplace – for example, harassing phone calls, unannounced visits to the workplace, and physical assault. This can also have a negative impact on colleagues who witness these incidents.

Financial impact of domestic abuse to the workplace

To quantify the cost to our organisation, we can use research and government reports to make some provisional estimates:

- [The ONS report Crime in England and Wales: year ending March 2023](#) indicates that around 5% of the total population aged 16–59 experienced domestic abuse in 2023.
- The Home Office's 2019 Report [The economic and social costs of domestic abuse for England and Wales](#) estimates the average cost of lost output to be £7,245 per year per individual. (This annual figure of £7,245 is the result of estimating the average number of hours lost (383), multiplied by the average hourly wage, plus costs: (£18.93). This figure does not, of course, include the costs to the victim-survivor of the physical and emotional harm caused or to society in terms of health and victim services.

Using this information, we can estimate that if our organisation has *[xx]* employees and 5% of them are experiencing domestic abuse, the estimated cost to the organisation is *£yy*.

*[For example, if our organisation has 1000 employees and 5% of them are experiencing abuse, the estimated cost to our organisation would be £362,509.5*

*This is calculated by:*

- *Estimating the number of employees we have that may be experiencing abuse (5% of 1000): 50*
- *Estimating the total average number of hours lost at an average of 383 per person annually (50 x 383): 19,150*
- *Estimating the cost of these hours at an average wage of £18.93 per hour (19,150 x 18.93): £362,509.5 ). [You could adjust this hourly wage to match the rate in your organisation].*
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#### Proposed workplace domestic abuse response

Our vision is to create a safe and supportive environment that empowers employees affected by domestic abuse. Our proposed workplace domestic abuse response will involve:

- Drafting a domestic abuse policy setting out the support we will provide and how people can access it.
- Finding out about external specialist services so we can refer employees to the support they need.
- Raising awareness of domestic abuse within our organisation.
- Sharing with our employees how to respond to a colleague using the Recognise, Respond, Refer framework.

The estimated implementation costs are: *[Provide the estimated figure]*

The ongoing costs are: *[Provide the estimated figure]*

The benefits our workplace domestic abuse response will bring to *[name of organisation]*

There are a wide range of benefits a workplace domestic abuse response will bring:

- Employee wellbeing
- Playing a key role in changing and saving lives
- Increased productivity
- Positive corporate image
- Legal and ethical compliance.

#### Next steps

Please approve the proposal for *[name of organisation]* to implement a workplace domestic abuse response.