

EIDA Conference 2024 session summary

EIDA in Action

This is a summary of our 2024 Conference fireside chat session between EIDA's Head of Membership and Engagement, Ayesha Fordham, and EIDA Ambassador, Rajinder Pryor MBE. You can watch the session [here](#).

The session highlights how EIDA supports employers to take effective action on domestic abuse, focusing on "the 4 phased approach" which has been developed to support organisations at each stage as they develop a workplace domestic abuse response. A detailed guide to this approach is included in the [EIDA Handbook](#). EIDA has also created an [Implementation Plan Template](#) for organisations to plan each phase of their response.

Phase 1: How can employers make a commitment and take the first steps to provide effective support to people impacted by domestic abuse?

The business case is clear: with one in four women and one in seven men being impacted by domestic abuse, domestic abuse is a business issue. The cost to business in England alone is currently estimated at £17 billion annually in lost productivity, sick pay, lost wages, and absenteeism. Most UK employers will employ both victim-survivors and perpetrators of domestic abuse.

Employers need to put in place an effective response to support their employees. Visible senior leadership support is important, so that all employees know that this issue is being taken seriously.

Key EIDA Resources:

- ✚ Our Business Case template can be used to secure senior leadership support for your organisation's domestic abuse response – for larger employers [click here](#) and for SMEs [click here](#).
- ✚ The EIDA [Foundation Programme](#) provides step-by-step guidance and personalised follow-up for organisations that want to take action but don't know where to start.

Phase 2: How can employers implement an effective domestic abuse response?

All UK employers in any sector and of any size can [join EIDA for free](#) to get access to tools, resources, and networks. We help organisations implement effective workplace responses to domestic abuse, no matter where they are on their journeys. Many organisations find that having a domestic abuse policy or guidance is essential to underpin their response. It creates a consistent approach across the organisation, and it signals to employees that their wellbeing is taken seriously. The policy or guidance should also include the

organisation's [approach to employees who are perpetrators](#). EIDA provides a [template domestic abuse policy and guidance](#), which is updated yearly. Employers can signpost to specialist services and provide practical support to victim-survivors, such as flexibility and a safe space away from the person harming them. EIDA also hosts awareness-raising sessions and can signpost to specialist training providers.

Key EIDA Resources:

- ✚ The [EIDA Handbook](#) is a comprehensive guide for any organisation of any size to implement an effective workplace domestic abuse response.
- ✚ [Sharon's Policy](#) is an adaptable domestic abuse policy template, created in partnership with EIDA Ambassador, Sharon Livermore MBE.
- ✚ There is a guide setting out considerations when [developing a response to perpetrators of domestic abuse](#).
- ✚ Information about [specialist training providers](#) and EIDA's [Directory of Support Services](#).

Phase 3: How can organisations keep domestic abuse on the agenda and embed their response for the long-term?

Once the domestic abuse policy or guidance has been created and launched, the organisation should continue to raise awareness of domestic abuse, highlighting the support being offered. The awareness should be embedded in workplace trainings, strategies, and procedures – which will build a culture of trust for the long-term and become “the way we do things around here”.

Key EIDA Resources:

- ✚ The [EIDA Handbook](#) contains guidance on how organisations can embed their domestic abuse response in their internal processes.
- ✚ We also have a [practical guide](#) to communicating effectively about domestic abuse throughout the year.
- ✚ [Do you refer to domestic abuse in your recruitment material?](#)

Phase 4: How can employers have an impact beyond their own organisation and inspire others in their sectors?

Once an organisation has implemented an effective domestic abuse response internally for its employees, they can look to effect positive change for their customers, supply chains, and other businesses in their sectors. Talk externally about your commitment to domestic abuse and take pride in your organisational response. Employers can also partner with specialist support providers to have an impact in their communities. These positive actions reinforce each other and drive further change.

Key EIDA Resources:

- ✚ The [EIDA Handbook](#) (Part 3, Phase 4) contains guidance on how employers can take their engagement to the next level.
- ✚ EIDA's [Beacon](#) and [Strategic Partner](#) programmes are for employers leading the way for their sectors and inspiring change within their business and society.
- ✚ Hear Cordi O'Hara from EIDA Beacon, National Grid, talk about [inspiring business leaders](#) to take action on domestic abuse.

EIDA Conference: October 2024