



DOMESTIC ABUSE & THE WORKPLACE

TRAINING PROSPECTUS



charity reg no. 1065427

Introduction

Workplace training and development is a great way to motivate staff. It increases job satisfaction, improves skills and knowledge, shows employees they are valued and promotes Continuing Professional Development (CPD) – giving a fantastic return on investment.



Facts & Figures



3 million women experience domestic abuse in the UK every year.



50% of stalking victims quit work.

Only 5% of organisations in the UK have a specific Domestic Abuse Policy or guidelines.



1 in 5 women are stalked at some point in their lives.



£1.9 billion is the cost of domestic abuse to businesses every year.

Why Domestic Abuse Training?

- 75% of women who experience abuse are targeted at work.
- The majority of employees affected by Domestic Abuse say that it has negatively influenced their work performance or their safety at work.
- Duty of care under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the Health and Safety at work of employees.
- The responsibility under the Management of Health and Safety at Work regulations 1992 to assess the risks of violence to employees and plan for their Health and Safety by effective planning, organisation and control.

The Haven's academically qualified, award winning* Training Team deliver a comprehensive package of courses on Domestic Abuse and Safeguarding to fit with your organisation's needs.



Domestic Abuse Awareness

- Aimed at professionals whose work brings them into contact with adults and children or young people from the voluntary, statutory and private sectors – HR professionals, Health Workers, Education and Academic staff, Doctors, Administration and Customer Service staff, Retailers, Support and Community Workers, Opticians, Dentists and many more.
- CPD recognised and certificated.
- Provides you with an understanding of the realities of Domestic Abuse, gives you statistics, legislation and the government definition, explores the nature of Domestic Abuse and enables you to identify behaviours and recognise signs.
- Shows how this behaviour impacts the victim using real life case studies.
- Explores the effects Domestic Abuse has on children and identifies the societal myths to understand the barriers that stand in the way of a person leaving an abusive relationship.
- Helps to develop strategies to respond sensitively and confidently to a person who is experiencing domestic abuse and know how to source the appropriate support.

Supporting Employees In The Workplace

- Attending this training will hugely benefit your company and employees as it will encourage and raise awareness about how to talk openly about Domestic Abuse.
- It provides employees access to relevant information including support they can get from Managers and external support organisations.

The training is split into two parts and is a recognised CPD certified qualification.

Part One is for all employees, including Managers and HR staff – you will develop an understanding of Domestic Abuse and its prevalence, recognise signs and indicators, and how this can impact on the workplace.

You will be able to respond sensitively to an employee/colleague who is experiencing Domestic Abuse and locate support to signpost an employee/ colleague to organisations that can help.



Supporting Employees In The Workplace

Part Two is for Managers and HR staff – you will learn how important a Domestic Abuse Policy is in the workplace, how Domestic Abuse can follow an employee in the workplace and the stages needed for an effective safety plan.

It provides strategies for Managers and HR staff to feel confident when an employee has incidents of Domestic Abuse, best practice in supporting the victim if the perpetrator works in the same organisation, and perpetrators of abuse.



Cost of courses from £35 for a half day training depending on numbers – discounts available for groups or more than one course booked.



Policy Writing

- As employers you need to be aware and proactive. By having the tools to detect when an employee is experiencing Domestic Abuse means you will be able support at an early stage.
- Only 5% of organisations in the UK have a specific Domestic Abuse Policy or guidelines.
- By developing an effective Domestic Abuse Policy and working to reduce the risks related to Domestic Abuse, you will create a safer workplace and you will also send out a strong message that Domestic Abuse is unacceptable.



The Haven Team can support you writing your Domestic Abuse Policy through their experience, skills and knowledge of working with organisations.

What People Say

“ We had a bespoke two hour session, this worked really well for us as we are currently in a busy period and it was great that The Haven Wolverhampton were able to adapt the training to suit our needs without losing the core fundamentals of the course. I would recommend it to everyone because it opens your eyes to the variety of issues which fall within Domestic Abuse.

- **HR Manager, Severn Trent, May 2020**

“ I have a better awareness of tell-tale signs and how to encourage people seeking professional support.

- **Academic Support Employee, Wolverhampton University, August 2019**

“ The training highlighted the recorded frequency, but also the difficulty in collecting data. Gave lots of detail into the types of abuse and wider effects felt by children.

- **Trainee Counsellor, July 2020**

“ Excellent training from a passionate and knowledgeable advocate for women.

- **Domestic Abuse Practitioner, August 2020**

Other Award-Winning* Training Courses

- Safeguarding: Adults At Risk/Children and Young People
- Domestic Abuse: Supporting a Woman With a Disability
- Domestic Abuse: Coercive Control
- Forced Marriage and Honour Based Violence/Abuse
- Modern Slavery
- Rape and Sexual Violence
- Stalking and Harassment

***2017 | PRINCESS ROYAL TRAINING AWARD**

for illustrating a commitment to investing in our people through training, and encouraging professional development.



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