

## **Domestic Abuse Awareness - Building a safer workplace with Hopscotch**

Statistics prove that one in three women will experience domestic abuse in their lifetime. This is regardless of age, ethnicity, socio-economic status, sexual orientation or background which means almost every organisation will have female employees who are affected by abuse. For this reason, it is crucial for organisations to recognise the impact of domestic abuse as they have a duty of care towards their employees and colleagues.

By creating an open culture that helps break the silence and ensures safety and wellbeing of staff, more women will feel safe to speak out and seek help. On an organisational level, it shows commitment towards providing a secure workplace.

### **Impact of Lockdown**

During the COVID-19 pandemic, there was an exponential rise in domestic abuse calls made to helpline numbers as more women were confined in their homes with the abusers. This has highlighted a further need to create awareness about the issue. Moreover, even after the lockdown ended, many organisations have staff members that continue to work from home. This puts the responsibility on employers to provide advice and guidance on how to access support safely.

### **Creating Awareness**

We are a charity that specialises in Domestic Abuse and understands the traumatic impact it has on the lives of victims. We aim to collaborate with employers so more women in need can be reached. We have designed two training modules that help increase awareness on signs and symptoms of domestic abuse and how to seek help. The training also includes subtle and not-so-obvious forms of abuse that most people are unaware of.

- **Training for all employees**
  - o Understanding forms of abuse
  - o Spotting signs of abuse
  - o How to access support
  - o Supporting a colleague in need
  
- **Training for team leaders and managers** - line managers can play a vital role in identifying and providing sensitive support to their team-members. It is important to make them feel confident and skilled in facilitating such conversations and signposting through confidential reporting channels.
  - o Recognise - respond - refer
  - o Spotting signs of abuse
  - o How to signpost
  - o Maintaining confidentiality

| <b>Hopscotch Training Fees</b>                                     |                   |
|--|-------------------|
| <b>Particulars</b>   | <b>Half a Day</b> |
| <b>Online - max 15 participants</b>                                |                   |
| VCS  | £250.00           |
| Statutory Bodies   | £300.00           |
| Corporates   | £500.00           |
| <b>In person - max 15 participants (excluding travel expenses)</b> |                   |
| VCS  | £400.00           |
| Statutory Bodies   | £500.00           |
| Corporates   | £600.00           |