



DOMESTIC ABUSE TRAINING & CONSULTANCY

# EMPLOYER INFORMATION PACK

# Foreword by Lucy Whittaker, Founding Director of Alpha Vesta



**Founding Director, Alpha Vesta CIC**

A warm welcome to Alpha Vesta CIC with our strong vision and mission of 'breaking the cycle of domestic abuse' through **Awareness, Prevention and Early Intervention**.

We work with statutory agencies, local authorities, private employers and community organisations to increase their understanding and response to domestic abuse as well as improve their own workforce culture around it. This is achieved through a robust preventative and early intervention model placing our Survivor and Insight Network at the heart of it. This ensures ongoing and consistent insight into those most affected by domestic abuse, either directly or indirectly, across the community.

Since 2019, we have extended our portfolio of **public awareness and training sessions** and increased our **consultancy services** into the **development and review of domestic abuse policies and procedures**. We have also successfully piloted **support programmes** which promote positive community re-connections and re-engagement with the community and employment, post abuse. Additional bespoke and CPD accredited **training pathways** dovetail into a **complete package of 'breaking the cycle' support across the Community which is consistently and robustly reviewed.**

Passionate about our work and specialist in our field, together with a dedicated Board of Directors, Employees, Ambassadors and Volunteers, Alpha Vesta has developed a strong reputation and brand across Essex with individuals and those organisations that we work with. We will be glad to help you with any enquiries that you have with regards to our training and consultancy services.

The Social and Economic Costs of Domestic Abuse amount to an estimated £66 billion per year. £14 billion of this is a direct cost to the economy. (Home Office, 2019)



**1 in 5 adults will be affected by domestic abuse at some point during their adult lifetime. (ONS, 2022)**



**1 in 5 children experience domestic abuse in the home as they are growing up. (NSPCC, 2020)**



**1.5 million Police reported incidents of domestic abuse recorded in the UK in the last year. (ONS, 2022)**



**A third of all violent crime across our communities is domestic abuse related. (ONS, 2022)**

# Domestic Abuse is Everyone's Business

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Domestic Abuse is a hidden cost that has the potential to affect everyone's business whether they have 5 or 5000 employees. The Home Office Report on the Social and Economic Costs of Domestic Abuse (2019) found that 1 in 5 adults and 1 in 5 children are affected by domestic abuse with the national cost estimated to be around £66 billion per year.

The cost to the economy itself stands at around £14 billion per year which is directly felt by employers through lost workdays, absence and lower productivity but also indirectly through mental health issues, distracted and frightened workers and low morale across a team.

We have included a link to a 15-minute video presentation from Lucy Whittaker, Founder and Lead Trainer, where she highlights the importance of reaching people sooner. This goes further to explain how the workplace is already impacted by domestic abuse in a number of complex ways, but also how the workplace could have a very significant and powerful role in helping to break the cycle for those affected: [Alpha Vesta Presentation by Lucy Whittaker \(vimeo.com\)](#)

Further information can be found on our website: [Home<sup>4</sup> - Alpha Vesta – Breaking the cycle of domestic abuse](#) which provides our Public Training Catalogue detailing our training offering and CPD pathways. To book any of our fully-funded training, please visit our Eventbrite page: [Alpha Vesta CIC Events | Eventbrite](#) alternatively speak to our team directly to discuss your workplace training requirements.

Through your workforce, we are able to create a ripple effect that extends out across our communities. Through embedding a supportive non-judgemental workplace culture and supporting our own colleagues and staff, the ripple effect is enormous. This extends through the workplace to clients and suppliers, then further to families, friends and effectively all those in contact with us through our work and within our communities.

# Article: Impact of Domestic Abuse in the Workplace

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by Lucy Whittaker, Founding Director, Alpha Vesta

Some people would never associate with the term ‘domestic abuse’ or perhaps being a ‘victim’ or ‘perpetrator’ of abuse., however, victims and perpetrators are everywhere, in a variety of different guises. Perpetrators may be husbands, wives, girlfriends, boyfriends abusing their intimate partner, or they may be sons, daughters, granddaughters, grandsons, nieces or nephews, exploiting or abusing another member of the family such as a parent, grandparent, uncle or aunt in a broader family or home dynamic.

Domestic Abuse isn’t always about violence – it may be based around emotional or psychological abuse, coercive control, financial and economic abuse or even sexual abuse. There is no stereotypical perpetrator, no stereotypical victim and no stereotypical domestic abuse incident. Therefore, all workplaces are impacted by domestic abuse in some way, but employers just don’t necessarily know it or recognise it.

In addition to the UK Home Office Report (2019) which we have touched on, a study was conducted by Vodafone and KPMG in 2019 which found that roughly £316 million is lost to UK businesses as a result of work absences related to domestic abuse and these are just the ones we know about, because generally around half of those in a very controlling and coercive relationship, won’t even know that they are being coercively controlled - no-one has ever talked to them about domestic abuse – so how would they even recognise it if it was happening to them or someone close to them?

Continued.....



The impact isn't just felt through absence though and spills into behaviour at work, lateness, lower productivity, poor mental health and wellbeing. Did you know that 21% of those affected will have to take additional time off for court appearances and concerns about their children? In a global study commissioned by Vodafone and conducted by Opinium in 2019, 1 in 2 of those affected said their work colleagues were also impacted through covering absence, taking on extra workload, managing relentless phone calls and visits to the workplace by the perpetrator. Would you know if that was happening in your workplace? What would you do? How would you manage it?

Domestic Abuse also affects career progression. Some studies have shown that two colleagues beginning work on the same day, same education, same demographic; the one experiencing domestic abuse will earn on average £6,000 per annum less than the colleague not affected. £6,000 may not seem that much to a lot of people but £6,000 in respect to the average national wage is around 20%. That global research also highlighted that generally, half of those affected by domestic abuse didn't tell anyone about the abuse because they were either too ashamed or thought it inappropriate to mention. Those interviewed, over 2/3 felt safer at work than they did at home and over 2/3 felt they could be themselves at work and not at home. So, it is clear, that not only is the workplace impacted directly by domestic abuse, but it could also offer, with the right training and support, the perfect place for someone to reach out and seek help and guidance.

**Commit to learning more about the impact and how to support your staff as well as mediate that impact across your workforce.**



# FEEDBACK

## Awareness Workshops & Training Sessions Online & Face to Face

I can't begin to tell you how much I enjoyed and have learnt on this workshop. I have **recommended** it to all who will listen and have **encouraged all of my staff** to find to find the time to attend as many workshops as possible.

Excellent presentation, the **facts and research** presented were great.

So many more companies need to take this on board. **Fascinating** session learnt so much thank you.

Thank you so much for your time and the information you have provided. This gives such a **clear understanding** on **what we should be looking for**.

This workshop contained **so much information** and ways in which to identify and respond to domestic abuse in the workplace. Delivered in a knowledgeable, **easy to follow format**.

Really **helpful and informative** workshop that will support me to **shape my organisation's approach** to creating a safe space

This session **should be mandatory** for all organisations. It is absolutely **vital support** that should be provided to all people, facing the daily challenges of domestic abuse. Thank you so very much.

I had not realised what a **strong ripple effect** it has across a workforce and why and how it is important for workplaces to act on this issue. Understanding it and ensuring we are not enablers is important.

**Well delivered** throughout - good pace. Content excellent and **easy to follow**. Handbook also excellent. Many thanks.

A great **'lightbulb' moment** for Employers and Employees to recognise and understand what is potentially going on.

On behalf of the Senior Management Team, I would like to express our huge thanks for your excellent presentation and **specialist support**.

The training you ran for our Managers and HR Dept has received really great feedback and we would like to run **more sessions** in the New Year

So **insightful** and highlighted an area which is very misunderstood, but which can massively impact the workplace. There is so much more as organisations we can do to support people.

I just wish that my old employer had had a policy in place as robust as this. I think it could have had a **significant positive impact** on myself and others.

**Opened my eyes** fully to the signs of DA and what to do plus the big role employers have to play in protecting and supporting any employee. This course shows clearly the need for awareness and early intervention. Well worth attending.

A fantastic workshop, lots of **information and guidance** delivered in a **knowledgeable and professional** manner. Thank you.

# Recognising & Responding to Domestic Abuse in the Workplace

Alpha Vesta's CPD Accredited Workplace Training Pathway (CPD 4hrs)



## STEP 1 - Attend Alpha Vesta's Core 3: Impact of Domestic Abuse in the Workplace

This workshop explores this impact in terms of the victim themselves but also their work colleagues and employers. Increased absence, lateness, lower productivity, reduced health and wellbeing. A number of case studies are also explored in order to create a thorough picture.

This is followed by how workplaces can minimise the impact by embedding a culture of understanding around domestic abuse, develop a robust policy as well as deliver safe and effective support to employees which also takes into account important issues of risk and confidentiality.

## STEP 2 - Attend Alpha Vesta's Enhanced Core 3: Standard Workplace Policy & Procedures Development (2hrs)

This workshop is for those that have completed Core 3 and interested or looking to support driving forward workplace policy and procedure development within their organisation. This training is fully-funded for those living/working across Essex, but there is a £25 per delegate charge for those living/working outside of Essex.

We build on the importance of embedding a workplace culture of understanding and awareness of domestic abuse covered in Core 3 and take this forward to look at the practical elements of building a domestic abuse strategy, policy and procedures for the Workplace.

This includes looking at a combination of broad awareness packages and training to help embed culture and build understanding, whilst also considering specific skills-based work. We have included Case Studies so attendees can think about how they would respond in specific situations.

This enhanced workshop will take you through how to embed culture and build understanding and covers the key elements fundamental to building a good Domestic Abuse Workplace Policy.

## STEP 3 – Complete Alpha Vesta's Online Assessment

Following the attendance of both sessions within the Workplace Training Pathway, successful completion of a short online assessment will result in being awarded Alpha Vesta's CPD accreditation: **"Recognising & Responding to Domestic Abuse in the Workplace" (CPD 4hrs)**.



# Support Checklist

- Engage with our Fully-Funded Online Training Workshops.
- Encourage and provide employees with the time to engage with our Training Workshops.
- Signpost people across your Community to our [Website](#) for information and access to training.
- Host a Presentation for your Business or Organisation delivered by Alpha Vesta.
- Display Alpha Vesta's 15-minute Presentation on Staff Intranet or across Internal Communications.
- Allow Alpha Vesta to support you to create 'Safe Spaces' within your Workplace
- Sponsor a Community Training session in your area
- Follow and share our articles and blogs through your own Social Media Platforms

Facebook: [@alphavesta](#) | Instagram: [@alpha\\_vesta\\_cic](#) | LinkedIn: [@Alpha-Vesta](#) | Twitter: [@VestaAlpha](#)

# Resources



**JOIN UP THE DOTS...  
YOU MIGHT BE THE FIRST  
PERSON THAT HAS...**

- PHYSICAL INJURIES
- ANXIETY & DEPRESSION
- DISTORTED PERCEPTIONS
- FEAR
- EXHAUSTION
- COMPLEX COPING MECHANISMS

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www.alphavesta.com

**WHAT IS DOMESTIC ABUSE?**  
Domestic abuse is defined as abusive behaviour between two people aged 16 or over, who are or have been, personally connected in some way through an intimate or familial relationship. Domestic abuse occurs irrespective of socio-economic status, race, age religion, gender and sexual orientation.

**DID YOU KNOW?**

- 1 in 5 adults are affected by domestic abuse at some point during their adult lifetime. (ONS, 2020)
- 1 in 5 children are affected by domestic abuse at some point during their childhood. (NSPCC, 2020)

**DOMESTIC ABUSE TRAINING & CONSULTANCY**

**DOMESTIC ABUSE TRAINING & CONSULTANCY**  
Alpha Vesta is an Essex based CIC, founded in 2019. Our vision is to reduce the social & economic costs of domestic abuse across our communities, through awareness, prevention and early intervention. Our mission is to 'Engage, Educate and Empower' communities and workforces to reach out at the earliest point by;

- Recognising the early indicators of domestic abuse.
- Developing confidence to respond effectively
- Creating safe spaces for adults or children affected.



**ALPHA VESTA**  
DOMESTIC ABUSE TRAINING & CONSULTANCY

**SPEAK TO AN ALPHA VESTA  
TRAINED MEMBER OF STAFF**

NAME:

**COULD YOU OR  
SOMEONE YOU KNOW  
BE EXPERIENCING  
DOMESTIC ABUSE?**

**YOU ARE NOT ALONE**

- FEAR
- COMPLEX COPING MECHANISMS
- EXHAUSTION
- DISTORTED PERCEPTIONS
- PHYSICAL INJURIES
- ANXIETY & DEPRESSION

- Are you or is someone you know struggling to cope with a complex family or intimate relationship?
- Is your partner or former partner making life difficult for you?
- Are you aware that someone you know is having problems with their partner or former partner?

**DID YOU KNOW?**

- 1 in 5 adults are affected by domestic abuse at some point during their adult lifetime. (ONS, 2020)
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**MORE INFO**

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*'There comes a point where we need to stop just pulling people out of the river.*

*We need to go upstream and find out why they are falling in'*

Desmond Tutu

