

# Domestic abuse awareness & responding well to disclosures in the workplace training

## In this training we will cover:

- **Definitions and types of abuse** - we will discuss the definitions and terminology around domestic abuse and explore the different forms that abuse may take, providing examples of a diverse range of experiences of domestic abuse.
- **Prevalence and dynamics** - we'll look at the numbers of people affected by domestic abuse and examine the dynamics of domestic abuse, with a focus on coercion and control.
- **The impact of domestic abuse** - We'll look at how domestic abuse affects survivors and the complex reasons that survivors are not able to 'just leave'. We will also explore the impact of domestic abuse on employers and the unique role employers can play in reaching in to survivors who often don't see a path to support.
- **Looking after yourself** - an opportunity to explore the impact these conversations have on us and how we can take care of our own wellbeing when we are supporting others.
- **Identifying domestic abuse** - we will look at signs and indicators of abuse.

- **The role of workplace support** - we will talk to the group about their hopes and fears when supporting colleagues, what they can and can't do and how to set boundaries.
- **Talking about domestic abuse and responding well** - we will think about how we talk to people about domestic abuse, the impact of language, how to start a conversation and respond well to a disclosure.
- **Safety planning** - we will cover safety planning advice and best practice, including considering separation as a time of increased risk, economic abuse, and digital and online safety.
- **Care pathways** - we will look at how HR, managers and champions can support, signpost and safeguard effectively.
- **Impacts of trauma and the importance of self-care** - a look at the different ways in which trauma can affect us and a reminder of how we can look after ourselves when we are supporting others.

**Everyone at work knew. They must have done.** I arrived late, left early, and was constantly checking my phone. He came to my office a few times and demanded to see me. It was so embarrassing, I'd say anything to make him leave.