A guide to *supporting employees* experiencing domestic abuse

September 2026

Foreword

As an industry that exists to provide protection, peace of mind and financial security, we also have a responsibility to ensure that our own workplaces are places where people feel safe, supported and able to thrive.

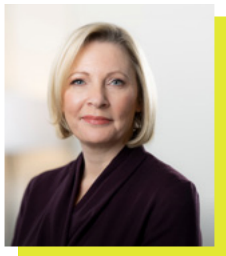
Domestic and economic abuse can affect colleagues at every level of an organisation. While the circumstances will differ from person to person, the impact can extend into working life, affecting wellbeing, confidence, financial resilience and performance. Employers are not expected to have all the answers, but they do have an important role to play in creating an environment where people can access support and where managers have the confidence to respond appropriately.

Many firms across our sector have already taken significant steps to strengthen their approach, recognising that supporting colleagues experiencing abuse is both a leadership and workplace culture issue. This guide is intended to build on that progress. It brings together examples of good practice to help firms consider how policies, training, workplace support arrangements and line management practices can contribute to a more effective and consistent approach.

This guide is not intended to prescribe a single approach. Every organisation will have its own culture, policies and support arrangements, and firms will need to consider what works best in their particular context. The examples included here are intended to provide a practical foundation, drawing on experience from across the sector and beyond.

I am grateful to the Employers' Initiative on Domestic Abuse (EIDA), to those with lived experience, and to the ABI members who have contributed their expertise and insight. Their contributions have helped ensure this guidance is grounded in practical experience as well as specialist knowledge.

We believe our sector has both the opportunity and the responsibility to make a meaningful difference. By working together, sharing good practice and continuing to learn, we can build workplaces where colleagues experiencing domestic and economic abuse feel better supported and where managers feel better equipped to respond.



Hannah Gurga
Director General
The ABI

Foreword

One in four employees experiences domestic abuse in their lifetime. Most workplaces employ people who are impacted by domestic abuse and, for many, work may be their only place of safety. However, domestic abuse also follows people into work, potentially impacting performance, productivity, and the safety of both the victim-survivor and their colleagues.

Domestic abuse can happen to anyone, whatever their race, age, religion, ethnicity, gender, sexual orientation, social class, role and level of seniority at work. Domestic abuse includes a range of behaviours including coercive control, economic abuse, psychological abuse, as well as physical and sexual abuse: it is fundamentally about power and control.

Having a supportive and domestic abuse-aware employer can make a world of difference to someone impacted by domestic abuse. From emergency assistance in a time of crisis when the lives of an employee and their children are at risk, to long-term support and flexibility to accommodate court processes and recovery, the impact of employer support cannot be overstated. A supportive employer may enable victim-survivors to stay in work and build the financial independence needed to escape abuse and rebuild their lives.

It is an uncomfortable truth that organisations will also employ perpetrators of domestic abuse. It is important for employers to make clear that domestic abuse is not tolerated and that those who abuse will be held accountable.

Employers can explain the behaviours that are not acceptable, signpost employees to expert services that support those who want to change their harmful behaviours and set out in their policies that disciplinary action will be taken in appropriate cases.

We are delighted that the ABI has created this guidance for employers in the insurance sector on how they can play their part in taking effective action on domestic abuse. We hope employers will make full use of this valuable resource to support their people and create safer workplaces for everyone.

Susan Bright
CEO

employers' initiative on domestic abuse

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About us

The ABI is the definitive voice of the UK's world-leading insurance and long-term savings industry, which is the largest sector in Europe and the third largest in the world.

We represent more than 300 firms within our membership including most household names and specialist providers, providing peace of mind to customers across the UK.

Our sector is productive, inclusive and essential to the UK economy and together, we are driving change to protect and build a thriving society.

Find out more at **abi.org.uk**

Introduction

1. Aim and context of the guide

This guide is intended to help general insurance, health and protection, and long-term savings firms recognise domestic abuse as a workplace issue and embed good practice to support employees who are experiencing it.

It has been developed as part of the ABI's wider industry work on economic abuse, including the ABI guide to supporting customers experiencing economic abuse. During that work, the scale and impact of domestic (including economic) abuse highlighted the need for firms to consider how they support their own employees, as well as how employees are equipped to support customers.

This guide therefore complements the ABI guide to supporting customers experiencing economic abuse by focusing on firms' role as employers. It is not expected that firms should be experts in domestic abuse; the guide aims to emphasise ways in which employers have a unique opportunity to raise awareness and share information, which might enable an employee to go and seek help externally, and to support firms to build a consistently high standard, practical and trauma-informed approach to domestic abuse within the workplace.

1.1 What is Domestic Abuse?

Domestic abuse is defined in the Domestic Abuse Act 2021 as abusive behaviour which takes place between two people aged 16 or over who are personally connected to each other. Personally connected means people who are (or who have previously been) married, in civil partnerships or relationships, or have a child together. Personally connected also means other family members (parents, children, including adult children and siblings) and the wider extended family such as aunts, uncles, grandparents and in-laws. The Domestic Abuse Act 2021 recognises children under the age of 18 years who see, or hear, or experience the effects of the abuse, as victims of domestic abuse if they are related or have a parental relationship to the adult victim or perpetrator of the abuse. The Domestic Abuse Act 2021 outlines the following behaviours as abuse:

- Physical or sexual abuse
- Violent or threatening behaviour
- Controlling or coercive behaviour
- Economic abuse
- Psychological, emotional, or other abuse

Domestic abuse can affect people from all backgrounds. It impacts people from all races, ages, religions, gender identities, sexual orientations, and social classes, and people living with disabilities, whatever their role or seniority. Perpetrators can similarly come from any part of society or level within an organisation.

1.2 Key role as employers

Employers have an important role to play in understanding domestic abuse and supporting staff who may be affected by it. The Crime Survey for England and Wales (CSEW) for Year Ending March 2025 showed that an estimated 12.5 million people aged 16 years and over had experienced domestic abuse since the age of 16 years. This equates to a prevalence rate of approximately one in four people aged 16 years and over who have experienced domestic abuse in their adult life[1], and its impact can extend into the workplace, affecting wellbeing, safety, attendance and performance. Domestic abuse is often hidden and can take many forms, including coercive control, economic abuse, psychological abuse, and physical or sexual abuse.

By recognising these impacts and responding with care, flexibility and appropriate support, employers can help protect staff, meet their duty of care and create a workplace culture where employees feel safe to seek help. For many victim-survivors, the workplace acts as a safe space and a place where they may be able to seek help before it is too late. Recent research by Surviving Economic Abuse (SEA) highlights the severity of this risk, finding that an economic abuse victim is killed by an abuser at least every 19 days[2]. In this regard, early intervention by employers can even help to save lives.

The guide provides a starting point on which firms can build to support employees experiencing domestic abuse. It is recommended that firms refer to specialist domestic abuse charities or services when developing and implementing their approach to domestic abuse.

The Employers' Initiative on Domestic Abuse (EIDA) is a specialist charity with free membership and provides access via its website to materials and events, including a step-by-step Handbook setting out how to introduce an effective workplace response to domestic abuse, guidance for line managers and others, a template domestic abuse policy and numerous case studies. Please see the Resources section for links to EIDA and other specialist providers of training and information materials, and sources of support for victim-survivors.

1.3 How can firms help?

Firms can help address domestic (including economic) abuse through:

- Building **awareness and understanding** of domestic abuse as a societal issue affecting their workforce
- Recognising that domestic abuse is a **workplace issue**
- Being able to **recognise** the signs, **respond** appropriately and **refer** to expert support
- Having a **clear stance** that abuse is not tolerated
- **Listening** with empathy and without judgment
- Embedding good practice to **disrupt opportunities** available to the perpetrators, and **support employees** experiencing domestic abuse

1.4 Who is this guide for?

The following roles may be particularly relevant to implement good practice examples for all the workforce:

- Human resources
- Finance & payroll
- IT and data security
- Data handling and data protection
- Legal
- Diversity, Equity and Inclusion (DEI)
- Domestic abuse champions
- Mental health first-aiders
- Wellbeing
- Training & development
- Internal communications
- Senior leadership is also key to embed vulnerability in business culture and decision-making, set accountability, resource specialist support and oversee outcomes monitoring and continuous improvement.

Understanding domestic abuse *experienced by employees*

2.1 Who can be affected by domestic abuse?

Domestic abuse can affect anyone, regardless of age, gender, income, or background.

However, research[3] shows that some groups face a higher or intersecting risk because of structural inequalities, financial dependence, discrimination, disability, insecure immigration status, isolation, caring responsibilities, or other barriers to support.

For these reasons, individuals at particular risk include, but are not limited to:

- Women, particularly in intimate partner relationships
- Adults with children
- Adults following pregnancy[4]
- Older people
- Disabled people
- LGBTQ+ people
- Migrants and people with insecure immigration status
- Young adults entering their first serious relationships
- People from minority ethnic communities

2.2 What can domestic abuse feel like for employees experiencing it?

Employees can feel like their workplace is the only safe place they have, but they may face many barriers to seeking support.

Barriers include:

- The victim-survivor may not be ready to acknowledge, least of all be ready to report, that they are being abused.
- The victim-survivor may feel a range of emotions including fear, anxiety, depression, misguided shame, embarrassment or false belief that they're somehow to blame, that prevent them from seeking help.
- Male and same-sex victim-survivors often face additional barriers to seeking help, including social bias, stigma, fear of disbelief, and lack of tailored services *(National Centre for Domestic Violence)*.
- In the workplace, there may be further barriers to seeking help, for example the victim-survivor of domestic abuse may hold a senior or leadership position, or may fear that disclosing will reduce or compromise their employment or career progression prospects.

2.3 The impact of domestic abuse on the workplace

Prevalence: 3.9 million people aged 16 and over experienced domestic abuse in year ending March 2024 in England and Wales *(ONS, 2025 – Redevelopment of domestic abuse statistics research update May 2025)*.

Economic cost: £17 billion was the estimated annual economic cost of domestic abuse to businesses in England *(Home Office, 2019 – The economic and social costs of domestic abuse)*.

Productivity: Employees experiencing abuse (whether within or outside the workplace) may be less able to concentrate, produce lower quality work, have frequent absences, have interruptions from the perpetrator by calls or messages, or even visits to the workplace, or be at increased risk of causing accidents at work. 56% of employers said that domestic abuse led to absenteeism *(Vodafone, 2019: Toolkit on domestic violence and abuse at work: Recognise, respond and refer)*.

Performance: Domestic abuse can detrimentally affect the abused employee's performance. This may ultimately lead to the person losing their job if the employer does not know that the person is experiencing domestic abuse. 54% of employers said that domestic abuse caused the quality of their employees' work to suffer *(Vodafone, 2019: Toolkit on domestic violence and abuse at work: Recognise, respond and refer)*.

Impact on other staff: The impact is not limited to the person being abused. Domestic and economic abuse may have an adverse impact on the wellbeing of colleagues who witness the impact of the abuse. It may also cause disruption through the victim-survivor having limited autonomy around their availability to attend work events, being late to work, leaving early, having to take additional or unplanned time off work, or being stalked or harassed online, on the phone or at the place of work.

Culture: If a person is being abused, they may behave in defensive, withdrawn or unexpected ways. If the person being abused (or perpetrating the abuse) is a manager themselves and may have some control or influence over others' careers, this may have adverse effects on the people who report to them and on the culture of the firm as a good place to work.

Financial & Operational impact: Domestic abuse has a significant financial impact on businesses through absence and lost productivity. It also increases the potential for litigation, high staff turnover, and disruption to operations.

2.4 Key role for employers

Employers have a key role to play, with the workplace providing a unique opportunity to raise awareness and share information which might enable an employee to go and seek help externally, and an environment in which victim-survivors can find:

- **Financial independence:** Employment offers victim-survivors the financial independence crucial for abuse survivors.
- **Support:** The workplace allows people to build support networks beyond their home environment and creates opportunities to enable them to seek external support. Employer action on domestic (including economic) abuse sends the powerful message that victim-survivors aren't alone, while remaining silent reinforces the perpetrator's control.
- **Shared experience:** When brought into the open as an issue that is faced by others, the workplace allows victim-survivors to feel less alone with their trouble, and more able to use their experiences to strengthen support at a structural level – organisational, regulatory and legislative, and societal.

3. Good practice examples for firms to *support employees* experiencing domestic abuse

The good practice examples below are set out within the categories of Recognise, Respond, Refer, a framework developed by the Employers' Initiative on Domestic Abuse (EIDA) and a recognised way to respond effectively when someone discloses domestic abuse, as well as governance, regulatory alignment and assurance relevant to general insurance, health and protection and long-term savings firms.

The categories are interconnected and mutually reinforcing. Broadly summarised, the examples aim to help firms to build capability to recognise warning signs, respond safely and consistently, refer to expert support, and maintain the governance and assurance needed to embed effective practice.

Recognise the signs

- Provide training programmes and materials on domestic abuse to widen staff understanding about domestic (including economic) abuse: equip employees to recognise warning signs, how to respond appropriately, and how to build a supportive and inclusive culture. Training may be tailored to different business areas and roles as required, and should be provided by specialist, trauma-informed experts.
- Ensure managers understand the role they play in fostering healthy and inclusive workplace cultures where people are empowered to speak up and raise concerns and are equipped to recognise early signs of harmful behaviour, including where individuals may pose a risk to colleagues.

Respond appropriately

- Create a supportive environment where staff feel confident to discuss domestic abuse and to direct colleagues to specialist support.
- Ensure domestic abuse is reflected in relevant HR policies, procedures, guidance and escalation routes, including new staff inductions, onboarding and exit procedures, probation periods, flexible working arrangements, parental leave, sickness and absence, paid/unpaid leave, disciplinary, whistleblowing and speak-up arrangements, payroll and benefits (build in opportunity for employees to provide an alternative bank account for any pay rises and benefits where the perpetrator controls the employee's financial accounts).
- Supporting safe disclosure and enabling effective identification, prevention and response to risks of harm to employees, including through clear reporting routes, providing and publicising easily accessible channels for reporting concerns.

- Ensure managers understand the FCA's guidance on non-financial misconduct and the "reasonable steps" expected of managers to protect staff and respond appropriately and proportionately when issues arise.
- Have a clear policy for how the firm manages perpetrators of abuse, including how to handle cases where both parties work in the same place, and how relevant concerns are investigated, escalated and addressed through appropriate disciplinary or safeguarding routes.

Refer to expert support

- Provide a secure central hub that sets out the firm's domestic abuse policy, signposting to help, and, where available, contact points to whom an employee can turn.
- Make clear to managers and employees when and how to signpost to specialist support, including external domestic abuse services where appropriate.

Governance, regulatory alignment and assurance

- Investigate adverse information in regulatory references when recruiting and onboarding SM&CR certified staff. The FCA has noted that firms should take regulatory referencing seriously and, where necessary, extend probationary periods, add extra monitoring or restrict activity.
- Proactively check prospective employee details relating to non-financial misconduct when hiring employees holding SM&CR functions. Employers must satisfy themselves that the person they are hiring to hold a senior management or certified function is fit and proper, and should not simply rely on the assurance of a former employer.
- Periodically review non-financial misconduct management information and escalation processes to identify trends, test the effectiveness of escalation pathways, and ensure senior management receives meaningful, actionable information for oversight.
- Align investigation policies with current regulatory guidance, including guidance on non-financial misconduct, clear thresholds for Conduct Rules reporting, fitness and propriety assessments, and regulatory references.
- Monitor regulatory developments, including from the FCA, ICO and FOS, in relation to domestic (including economic) abuse so that updates can be incorporated into policies and training in a timely manner.
- Explicitly consider and address the boundary between private and professional conduct, including how this relates to fit and proper assessments, when updating policies, procedures, training and escalation processes.
- Maintain robust records relating to relevant abuse experienced or perpetrated by employees, training, certifications and any disciplinary actions related to breaches.

References

(1) ONS Domestic abuse prevalence and trends, England and Wales, year ending 2025

(2) SEA: Hidden risks, fatal consequences: Economic Abuse in Domestic Homicide Reviews, March 2026

(3). Refuge: Know Economic Abuse report

(4) NHS: Getting help for domestic violence and abuse

4. Legal and regulatory overview for firms (requirements as employers)

As employers, insurance, health and protection and long-term savings providers have a range of duties to take reasonable steps to protect employees' health, safety and welfare at work, including where domestic abuse creates workplace risks. Workplace conduct and culture can also be relevant to fitness and propriety and conduct expectations set by regulators. This includes, but is not limited to, obligations under the following laws and regulations:

The Domestic Abuse Act 2021 (England and Wales only)

Domestic abuse, as defined by the [Domestic Abuse Act 2021] is abusive behaviour between two people, aged 16 or over, who are personally connected to each other. This can include people who are, or have been married, in a civil partnership, in a relationship, have (or had) parental responsibility for a child or are related. The Act emphasises that domestic abuse is not just physical violence but can also be a range of abuses that do not bear physical scars, including economic abuse, coercive or controlling behaviour and, harassment or stalking, emotional, online, psychological, sexual, and verbal.

The Domestic Abuse Act defines the full range of abusive behaviours, including coercive or controlling behaviour, that amount to domestic abuse (England and Wales only). The statutory guidance accompanying the Domestic Abuse Act 2021 states: Paragraph 406: Employers have a duty of care to their employees. Legally, this means that they need to abide by relevant health and safety and employment law, as well as the common law duty of care. Employers must ensure, as far as reasonably practicable, the health, safety and welfare at work of their employees. Employers should consider the impact of domestic abuse on their employees as part of their duty of care.

The Health and Safety at Work Act 1974

The Health and Safety at Work Act 1974 states: It shall be the duty of every employer to ensure so far as is reasonably practicable, the health, safety and welfare at work of all their employees. This includes measures to support their employees who are experiencing domestic abuse, of which economic abuse is a form.

The Management of Health and Safety at Work Regulations 1999

The Management of Health and Safety at Work Regulations 1999 require employers to undertake risk assessments to identify and adopt control mechanisms to eliminate or reduce risks to their employees' health, safety, and wellbeing. When there is a known risk of domestic (including economic) abuse, this can involve ensuring a safe work environment - including security measures to keep the employee safe from their perpetrator and adequate training, e.g. for managers and HR professionals on how to respond to disclosures of domestic (including economic) abuse.

Employment Rights Act 1996

The Employment Rights Act includes sections relating to enhanced liability for employers regarding workplace harassment, more stringent risk assessment, and protection of whistleblowers if their disclosure is in the public interest and relates to serious issues such as fraud, safety risks, or legal violations.

UK GDPR and Data Protection Act 2018

Under UK GDPR and the Data Protection Act 2018, employers must handle disclosures of domestic or economic abuse in a way that is lawful, fair, and transparent. Employers should only process personal data that is necessary, apply appropriate safeguards, and prioritise the safety and confidentiality of victim-survivors. Personal data must not be shared unless there is a clear lawful basis.

Key data protection requirements include:

- **Confidentiality & Security:** Personal data must be protected using appropriate technical and organisational measures, ensuring it is only accessible to those who need it.
- **Data Minimisation:** Only collect and use personal data that is necessary for supporting the employee. Avoid excessive or unnecessary recording of sensitive details.
- **Special Category Data:** Information about health or personal circumstances must be processed with additional safeguards and a valid condition under data protection law.
- **Lawful Basis and Accountability:** Employers must clearly identify and document a lawful basis for processing and be able to demonstrate that processing is necessary and proportionate.
- **Data Protection by Design and Default:** Processes should be designed to protect confidentiality and minimise risk, particularly where safety is a concern.
- **Data Protection Impact Assessments (DPIAs):** Where processing may present higher risks (such as monitoring or safeguarding interventions) a DPIA should be carried out to identify and mitigate those risks.
- **Retention:** Personal data must not be kept for longer than necessary and should be securely deleted when no longer required.
- **Protection from Perpetrators:** Where both people are employed by the same firm, strict controls must ensure personal data is not accessible to the alleged perpetrator.

Further information on personal data processing can be found on the ICO's website.

Treasury Select Committee inquiry on "Sexism in the City"

In the FCA's letter of 16 October 2025, regarding its response to the Treasury Select Committee's 2024 "Sexism in the City" inquiry, the FCA explains the importance of recognising non-financial misconduct as part of its regulatory remit. It notes: "non-financial misconduct is a regulatory issue that engages our statutory objectives. In brief, too often when we see problems in the market, there are cultural failings within firms. Behaviour like bullying or harassment going unchallenged is a red flag and a culture where this occurs can raise questions about a firm's decision making and risk management."

Senior Managers & Certification Regime (SM&CR)

Conduct Rules under the Financial Conduct Authority (FCA) Senior Managers & Certification Regime (SM&CR) set minimum professional behavioural standards for financial services staff.

SM&CR Non-financial misconduct

Starting 1 September 2026, the FCA's updated SM&CR framework more closely aligns the scope of Conduct Rules in banks and non-banks, to enable a consistent approach to incidents of work-related bullying, harassment and violence between colleagues. It mandates that firms treat non-financial misconduct (NFM) - defined by the FCA as behaviour that is not of a clearly financial nature, including bullying, harassment, and violence, which can cause harm to individuals and damage trust in the financial services sector - as a breach of conduct rules (COCON) and a factor in fitness and propriety (FIT) assessments.

Among its requirements, senior managers must take "reasonable steps" to prevent NFM or face personal regulatory action. Domestic (including economic) abuse could potentially breach the FCA's rules or be relevant to an individual's fitness and propriety, depending on the circumstances. The FCA's new guidance will enable and empower firms to make appropriate and consistent judgements, based on an assessment of the precise circumstances of each case.

FCA PS25/23: Tackling non-financial misconduct in financial services. (PS25/23) 1.3.17 G (1) states: "Misconduct in a person's private or personal life or in their working life outside the regulatory system may be relevant to their fitness and propriety even if there is little or no risk of it being repeated in their work for their firm. Conduct in an individual's personal or private life may be relevant if: (a) it demonstrates a willingness to: (i) disregard ethical or legal obligations; (ii) abuse a position of trust; (iii) exploit the vulnerabilities of others; and/or (b) it is sufficiently serious such that, were the person permitted to work at a firm, it could undermine public confidence in the regulatory system (or any part thereof) or otherwise impact the FCA's statutory objectives."

In **PS25/23 1.3.17G**, the FCA reasons that: "if the regulatory system allows persons to carry on working in those circumstances it would reflect negatively on the rigour and quality of the standards expected of those working in such positions and in turn on the quality of those who work in such positions. The regulatory standards that apply to a person working for one firm are likely to reflect on the regulatory standards applying generally".

Resources

Below is a non-exhaustive list of sources of specialist support providing workplace-focused domestic (including economic) abuse training and resources for employers, and for employees experiencing domestic (including economic) abuse.

Category	Organisation or service	Details	Contact
Immediate/ general support	**National Domestic Abuse Helpline**	Free, confidential 24/7 support.	0808 2000 247
Immediate/ general support	**Victim Support**	Free, independent support for victims and survivors of abuse or crime, whether or not reported to police.	0808 168 9111 victimsupport.org.uk Live chat/My Support Space
Financial/ economic abuse support	**Surviving Economic Abuse (SEA)**	Information and resources on economic abuse; signposts to specialist support rather than providing direct advice.	survivingeconomicabuse.org
Financial/ economic abuse support	**The Insurance Charity**	Supports current and former insurance employees facing financial hardship, including where abuse contributes.	theinsurancecharity.org.uk
By group/ circumstance	**Refuge/Women's Aid**	Refuge runs the National Domestic Abuse Helpline; Women's Aid provides a UK support-service directory, live chat and the Survivor's Handbook.	Refuge/NDAH: 0808 2000 247 Women's Aid: womensaid.org.uk
By group/ circumstance	**Men's Advice Line/ManKind Initiative**	Confidential support for male victims of domestic abuse.	Men's Advice Line: 0808 801 0327 ManKind: 0808 800 1170/01823 334244
By group/ circumstance	**Galop**	Emotional and practical support for LGBTQ+ people experiencing abuse.	0800 999 5428 help@galop.org.uk
By group/ circumstance	**Hourglass**	Support and information for older people, and for those worried about an older person experiencing abuse.	0808 808 8141

Category	Organisation or service	Details	Contact
By group/ circumstance	**Karma Nirvana/Forced Marriage Unit**	Support on honour-based abuse and forced marriage.	Karma Nirvana: 0800 5999 247 FMU: 020 7008 0151
Apps/practical tools	**Bright Sky**	App and website for people experiencing abuse, or those worried about someone else.	brightskyapp.org
Apps/practical tools	**Hollie Guard**	Can alert chosen contacts, share location and send audio in an emergency.	Hollie Guard app
Legal advice/ representation	**Citizens Advice**	Local services can offer legal advice and help find a local lawyer.	citizensadvice.org.uk
Legal advice/ representation	**DARA (Domestic Abuse Response Alliance)**	Supports survivors through a referral network; does not take direct referrals.	Referral via partner organisations
Own behaviour support	**Respect Phoneline**	Confidential support for people concerned about their own abusive behaviour, and those supporting them. Mon–Fri, 10am–5pm.	0808 802 4040
Own behaviour support	**AVP Britain (Alternatives to Violence Project)**	Workshops on alternatives to violence and better ways to manage anger and conflict.	avpbritain.org.uk
Employer resources	**EIDA (Employers' Initiative on Domestic Abuse)**	Tools, training and resources to help employers embed good practice and act effectively on domestic abuse.	eida.org.uk
Employer resources	**DAWS (Domestic Abuse Workplace Solutions)**	Workplace-focused domestic abuse support, training and resources for employers.	daworkplacesolutions.com
Employer resources	**We Thrive**	Workplace-focused domestic abuse support, training and resources for employers.	we-thrive.co.uk
Employer resources	**Hestia**	Training and support for employers	Everyone's Business training Helpline for Employers

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Together Driving Change

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