

Domestic Abuse

Factsheet 2 for employers – how to talk to employees about domestic abuse

Opening a Conversation

Many people dealing with domestic abuse will never feel comfortable disclosing it as they may not even be ready to admit it to themselves.

If a manager suspects that an employee is experiencing domestic abuse, they should facilitate a conversation to discuss the issue on a general level and identify and implement appropriate support.

Managers / employers

Establish an empathetic relationship with the employee. Be patient and non-judgemental.

Make it clear that abuse is not his/her fault, no one deserves to be threatened or hurt, despite whatever the abuser may have told them.

Ask simple, non-patronising questions such as the examples on this sheet.

Helpful Apps

If someone who is a victim of abuse suspects their phone is being monitored, phone apps such as Hollie Guard or Bright Sky are recommended.

Questions

Examples of questions and prompts that could be used:

- How are you doing at the moment?
- Your wellbeing is important to me and I've noticed that you seem distracted/ upset at the moment - are you ok?
- Is everything all right at home?
- You don't have to tell me anything, but please know that I would like to ensure you are directed to where support can be provided, if and when you feel ready
- What support do you think might help?
- What would you like to happen?
- What can I do to help?
- Contact MK Act Helpline: 0344 375 4307

