

Why is domestic abuse awareness training so important?

As part of our work in the community, New Era is operating with Staffordshire Chambers of Commerce to raise awareness about domestic abuse in the workplace. We lift the lid on what is often a taboo subject and train employees to become domestic abuse 'Workplace Champions' so they can signpost colleagues to the range of support available.

Domestic abuse takes many forms and its impact on individuals, families and the wider community can be devastating, far-reaching and often unexpected. It can affect anyone of any age or gender or ethnicity, regardless of their position or standing in an organisation or community.

According to government figures, domestic abuse costs the country's economy and society billions of pounds every year, so tackling the issue is vital for the welfare of employees and employers alike.

Domestic abuse can be psychological, emotional, physical, financial, sexual and verbal. It is never acceptable.

New Era is uniquely placed to provide support for victims of domestic abuse, and also has available services for perpetrators who recognise and wish to change their offending behaviour. Only by working together to stop the cycle of domestic abuse will we help to end relationship abuse.

Recognising the signs

Domestic abuse can affect employees in different ways and spotting the signs can be challenging. Often it's not one thing, but a combination of factors which might indicate a colleague is experiencing domestic abuse. These might include:

- **Taking a succession of unplanned days off work** – which is out of character;
- **Offering to work longer days and extra shifts** – a general reluctance to go home;
- **Changes in personality or behaviour** – acting withdrawn or being more outspoken than is normal or appropriate;
- **Leaving the job altogether** – even though they are known to enjoy it and/or need the income.

Research shows employers who don't tackle domestic abuse are more likely to see a reduction in productivity and lower staff morale within their organisation, as well as a higher turnover of people, which could in turn lead to extra recruitment, training and other costs.

The health and wellbeing of employees is at the heart of New Era's free one-day domestic abuse awareness training. This is why participating employers are asked to sign a pledge to adopt the principles of the training within their normal working practices to demonstrate domestic abuse is taken seriously and that support mechanisms are in place to help their staff. All participating employees receive a certificate and training pack.

Free one-day training

Our free training days are facilitated by experts from New Era. They are held at different venues across Staffordshire and Stoke-on-Trent and are open to local businesses and other organisations and agencies. The training is interactive, imaginative and thought-provoking and is delivered through a series of presentations, workshops and role plays.

Following the training, participants will:

- Be able to spot the signs of domestic abuse;
- Feel confident to talk about domestic abuse at work;
- Become the single point of contact – designated domestic abuse Workplace Champion – for their organisation;
- Be equipped with the knowledge and information to signpost colleagues to the most appropriate support service for them.



What Workplace Champions say

"A well-prepared course and well delivered."

"I learnt so much about something I knew so little about."



New Era services:

Visit our website www.new-era.uk

Support for victims

Helpline [0300 303 3778](tel:03003033778)

Web and Live Chat www.new-era.uk

Email new-era@victimsupport.org.uk

New Era support for victims provided by Victim Support.

Services for perpetrators

Helpline [01785 904770](tel:01785904770)

Email new-era@justice.gov.uk

New Era services for perpetrators provided by the Probation Service.

All services are free and confidential

We will only share information without permission if we are worried about a person's safety, or have a safeguarding concern.



Workplace Champions
Free one-day domestic
abuse awareness
training for employees

Make domestic abuse your business

To sign up or find out more information about the free Workplace Champions domestic abuse awareness training, please email:

info@staffordshirechambers.co.uk
or telephone: **01782 202222**.



Website www.new-era.uk

New Era is delivered in partnership by Victim Support and the Probation Service



Across Staffordshire and Stoke-on-Trent