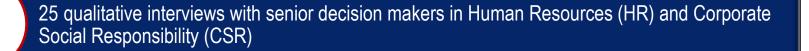


2nd December 2013





METHODOLOGY



Telephone survey of 250 HR decision makers and professionals in companies of 50+ employees, mixture of sectors and industries

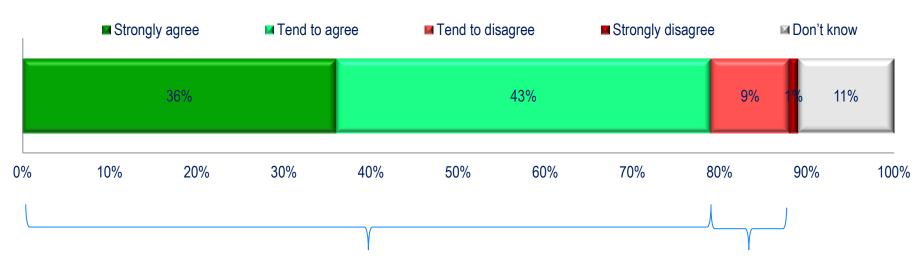
Focus group among a group of survivors of domestic violence on the impact of domestic violence in the workplace and the role of an employer in this space

Online Public opinion survey of 2000 GB adults





Domestic violence is a widespread issue that affects many people in the UK



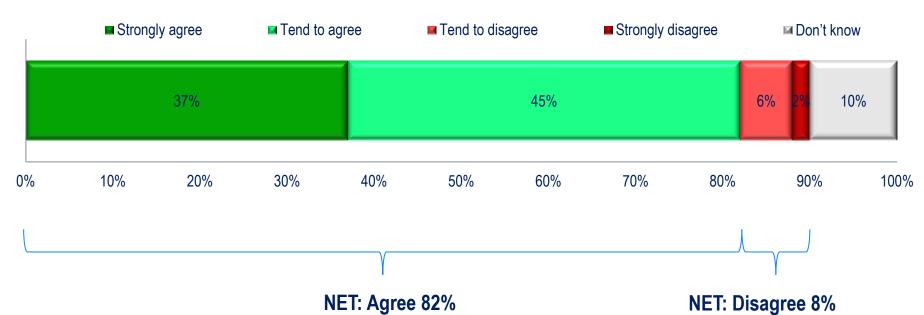
NET: Agree 79%







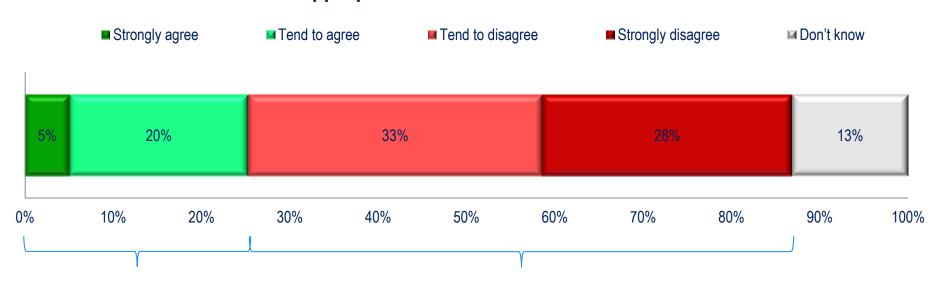
If someone is the victim of domestic violence in the home it is likely to negatively affect their performance at work







It is not appropriate to talk about domestic violence at work

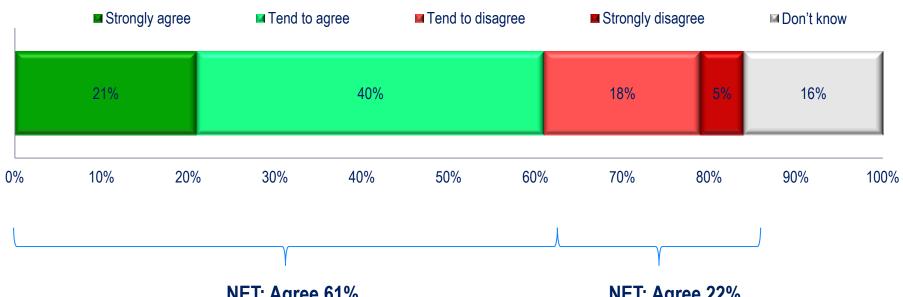


NET: Agree 26% NET: Disagree 61%





Employers have a duty of care towards any of their employees who suffer from domestic violence



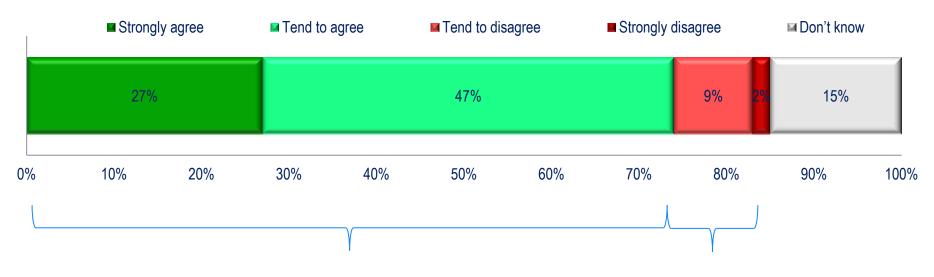








If an employer has a programme of support in place for employees who are victims of domestic violence it would improve my attitude towards that employer



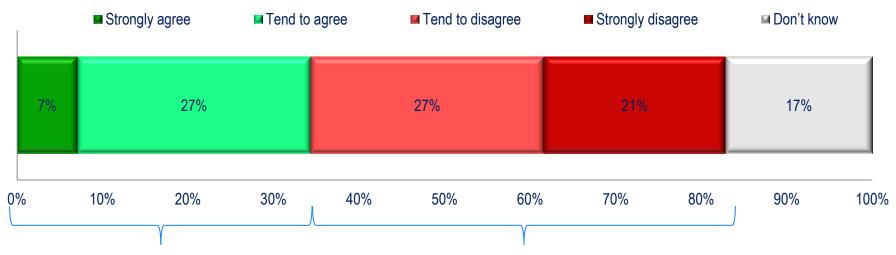
NET: Agree 74%







Regardless of whether it is right or wrong if someone revealed to their employer that they have been a victim of domestic violence it would negatively affect their professional reputation



NET: Agree 34%

NET: Disagree 48%







"Cases of domestic violence are relatively rare in the UK" – 4 in 5 (82%) disagree

It affects their bottom line

Domestic violence has at least some impact on:

Productivity of the workforce - 70% **Absenteeism** - 74%

They should do something

"Employers have a duty of care towards any of their employees who suffer from domestic violence" - 92% agree



Base All 250 HR decision makers

- Q: To what extent do you agree or disagree with each of the following statements? Do you agree strongly, tend to agree, tend to disagree, or disagree strongly? Cases of domestic violence are relatively rare in the UK
- Q: How much of an impact, if any, do you think domestic violence has on each of the following areas of your business?
- Q: To what extent do you agree or disagree with each of the following statements? Do you agree strongly, tend to agree, tend to disagree, or disagree strongly? Employers have a duty of care towards any of their employees who suffer from domestic violence







Base: All 250 HR decision makers

Q: I am going to read out a number of areas of employee wellbeing and assistance. For each one, please tell me if it is <u>currently</u> a high, medium, low or no priority at all in your organisation?

Recognise that they should do something, think that they already are

"Domestic violence is adequately addressed by my organisation's current employee welfare arrangements" - 66% agree







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