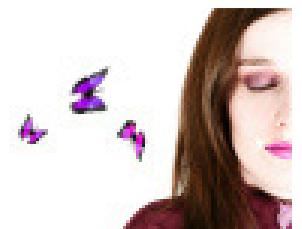



# Domestic Abuse and Relationship Training Programmes for the Workplace



Joanne Robinson  
Bennett House, Norwich Street, Dereham NR19 1BX  
Mobile: 07944 577 754  
Email: [mail@donnaintera.co.uk](mailto:mail@donnaintera.co.uk)  
Website: [www.donnaintera.co.uk](http://www.donnaintera.co.uk)






## What is Domestic Abuse?

Domestic violence is a pattern of controlling and aggressive behaviours from one adult, usually a man, towards another, usually a woman, within the context of an intimate relationship.

It can be physical, sexual, psychological or emotional abuse. Financial abuse and social isolation are also common features.

The violence and abuse can be actual or threatened and can happen once every so often or on a regular basis.

It can happen to anyone, and in all kinds of relationships



## Domestic Abuse in the Work Place

In the UK, in any one year, more than 20% of employed women take time off work because of domestic violence, and 2% lose their jobs as a direct result of the abuse. (Walby and Allen, 2004). As many women do not come forward when they are being abused, these figures are likely to understate the true impact of domestic abuse on a woman's career.

Domestic Abuse is not restrained to the home but affects the whole lives of those concerned, which includes their work and careers. It may affect productivity, performance, attendance, emotional and physical health and well being and they may also face increased risk of workplace violence.


In the work place, they may receive harassing or repeated phone calls, faxes or emails, unplanned visits at work, notes left on their cars. They may be stalked or assaulted while travelling, to and from work. Colleagues may also be affected; they may be followed to or from work, or subject to questioning about their victim's contact details or location.

### Effect on Employers

Domestic Violence has an impact on productivity and the financial strength and success of the organisation.

Domestic Violence results in £2.7 billion a year losses in economic output. This is the cost of time off due to work injuries.


*Data sourced from [bbc.co.uk](http://bbc.co.uk), [refuge.co.uk](http://refuge.co.uk) and [womansaid.co.uk](http://womansaid.co.uk)*



## Research

A DTI research report (Walby S., The Cost of Domestic Violence, Women and Equality Unit, September 2004) shows that the total cost of domestic violence for the state, employers and victims is around **£23 billion**.

Research in the USA has suggested that up to 50% of women have at some stage in their lives given up a job because of domestic abuse.



## Benefits of Training in Domestic Violence & Relationship Training

By addressing domestic abuse in the work place, employers will be effectively increasing productivity and morale, reducing employee turnover and reduce the risk of abuse in the workplace.

As an Employer you care about your business and employees and therefore it is crucial that domestic abuse is seen as recognisable and preventable.

When employers provide awareness training, employees feel more able to name their own concerns or their colleagues problems with Domestic Abuse. You also provide the following benefits:

- Your staff will feel more confident approaching you for help. With a Domestic Violence Policy in Place, the appropriate help and information can then be offered.
- Your investment in their well being will help retain valued staff members and contribute to motivation and job satisfaction as well.
- You demonstrate a powerful commitment to the principles of equal opportunities, and achieving equal opportunities in the workplace particularly for women.
- Identification of domestic abuse means that you can address the real problem behind poor attendance, lateness, poor performance, reduced productivity and health & safety risks. This means you can prevent disciplinary action and ultimately reduce and prevent the extent of domestic violence experienced.

### **About Donna Intera Relationship Training & Coaching**

Donna Intera is a counseling, training and coaching service aimed at helping people learn the essential life skills to building mutually satisfying and rewarding relationships.

Donna Intera was established in 2005 by Joanne Robinson primarily to help women rebuild their lives and develop essential life skills to building healthier relationships. However, as the demand for relationship training as become apparent, the work of Donna Intera has extended to supporting young people, special needs groups and men with relationship training.

### **The Right Step Programme.**

The Right Step Programme has been written by Joanne Robinson and is a set of relationship workshops covering self esteem, communication and problem solving skills, domestic abuse awareness and how to break the cycle unhealthy relationships. This training has been delivered to:

- Adults with Special Needs
- Young Teenage Parents
- Women recovering from Drug Addiction
- Victims of Domestic Abuse
- Women of diverse faith groups experiencing spiritual and religious abuse
- Women who have experienced broken and unfulfilling relationships and who wish to build healthier ones

### **Course Outlines**

Training sessions consist of experiential hands on learning, role play, feedback, personal and group exercises and teaching sessions.

### **Course 1: Domestic Abuse Awareness in the Workplace**

---

Total Hours: 3.5

#### **Session Objectives**

- Increase understanding of domestic abuse and domestic abuse in the workplace
- Identify common characteristics of abusive behavior
- Increase understanding of barriers to leaving an abusive relationship, gaining empathy for rather than blaming the victim
- Identify strategies and resources for those who may be involved in an abuse relationship

### **Course 2: Relationship Advancement**

---

Total Hours: 3.5

#### **Session Objectives**

- Identify the early warning signs of abusive behavior
- Identify how to notice early warning signs
- Identify how to respond to early warning signs
- Develop action plan for personal safety in developing new relationships

You may also be interested in running the following 2 support courses that will equip your employees to develop a positive self image and skills in expressing feelings with confidence:

### **Course 3: Developing Healthy Self Esteem**

---

Total Hours 3:5

### **Course 4: Expressing Feelings**

---

Total hours 3.5

#### **To Book Any of These Courses**

Or to find out more information, please contact Joanne Robinson

Email: mail@donnaintera.co.uk  
Website: www.donnaintera.co.uk

Mobile: 07944 577 754