

Evidence and Source Report

UK Workplace Domestic Abuse Support Guidance

Knowledge Base v1.2 · March 2026

About this report

This report sets out the documentary sources that underpin the guidance model for the UK Workplace Domestic Abuse Support application, and provides an independent assessment of the quality and strength of evidence for each guidance category.

It is intended for public release and review by employers, HR professionals, domestic abuse specialists, and funders. It does not reproduce the underlying guidance content — it catalogues the evidence base on which that guidance rests.

Jurisdiction: England and Wales

All sources have been read and assessed by the knowledge base team. No information has been invented or inferred without a source.

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1. Methodology

1.1 Scope

The knowledge base was assembled by reading and analysing 20 publicly available and organisationally published documents relating to domestic abuse in the workplace, covering the period 2014 to 2025. Documents were identified through a combination of systematic search of relevant employer guidance bodies (EIDA, BITC, CIPD, TUC, SafeLives, ONS, Home Office) and the organisation's existing resource library.

For each document, metadata was extracted (title, organisation, publication date, document type, page count, source URL) and detailed content fields were recorded (key legal and policy points, actions for specific roles, confidentiality notes, safeguarding flags, and source URLs cited within the document). All extraction was performed manually from the source documents; no information was invented or inferred. Uncertain fields are marked as null with an explanatory review note.

1.2 Guidance categories

Guidance content is organised into 18 scenario-based categories (listed in Section 2). Each category maps the most relevant source documents to a specific workplace situation — for example, receiving a disclosure, safety planning, or managing a suspected perpetrator.

Each category specifies the roles for which the guidance applies (manager, HR professional, senior leader, domestic abuse champion, or colleague), and includes structured fields for recommended actions, things to avoid, escalation triggers, and recordkeeping notes.

1.3 Evidence strength ratings

Each guidance category has been assigned an evidence strength rating based on the number, quality, independence, and currency of the sources supporting it. The three levels are defined as follows.

Rating	Criteria met	Definition
STRONG	3 or more	Multiple independent, authoritative sources converge on consistent guidance. At least one statutory, government, or widely adopted sector guidance source is included. Guidance can be relied upon with high confidence.
MODERATE	2	Guidance is supported by credible sources but relies on fewer independent inputs, older data, or sources where full content has not been read. Guidance is reasonable but should be supplemented as the evidence base develops.
LIMITED	1 or fewer	Guidance rests on a single source, unconfirmed metadata, or an area where source material has not yet been obtained. Content should be treated as indicative only and must not be used as authoritative.

1.4 Limitations

Users of this report should note the following limitations.

- Source URLs for six EIDA-published documents (doc_003–doc_008, doc_011) have not been independently confirmed. These are widely cited and professionally produced documents but external links should be verified before citation.

- Several documents were only partially read (indicated in the source catalogue). Content from unread sections is not captured in the knowledge base.
- The MARAC referral procedure documented in this knowledge base (doc_019) reflects BCP Council's local process. MARAC administrator contacts and precise steps vary by local authority area.
- SafeLives DASH Risk Indicator Checklist (doc_018) is the 2015 version. Users should verify the current version at safelives.org.uk before use.
- The publishing organisation of doc_017 (perpetrator manager guidance) has not been confirmed. This document is included for informational value but should not be cited in public materials until the organisation is verified.
- Economic cost figures in doc_012 (BEIS 2021) are based on year ending March 2017 data and should be read alongside the ONS November 2025 bulletin (doc_016) for current prevalence.

2. Evidence Summary by Category

The table below summarises all 18 guidance categories, their applicable roles, and the assessed strength of the evidence underpinning each. Categories are sorted from strongest to weakest evidence. For detailed source mapping and rationale, see Section 4 (Source Catalogue) and Appendix A (Category Detail).

STRONG evidence 17 of 18 categories (94%)	MODERATE evidence 1 of 18 categories	LIMITED evidence 0 of 18 categories	Total categories 18
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ID	Guidance category	Applicable roles	Evidence rating	Primary sources
s_001	An employee discloses they are experiencing domestic abuse	Manager, Hr, Champion	STRONG	doc_003, doc_006, doc_009, doc_013, doc_014 ...
s_002	A manager suspects a team member may be experiencing domestic abuse but there has been no disclosure	Manager, Champion	STRONG	doc_006, doc_003, doc_013, doc_014, doc_009
s_003	An employee is suspected or known to be a perpetrator of domestic abuse	Manager, Hr, Senior leader, Colleague	STRONG	doc_008, doc_003, doc_007, doc_013, doc_014 ...
s_004	Safety planning for an employee at risk at, travelling to, or from work	Manager, Hr	STRONG	doc_003, doc_006, doc_010, doc_012
s_005	An employee requests flexible working or time off in connection with domestic abuse	Manager, Hr	STRONG	doc_009, doc_010, doc_012, doc_007, doc_003 ...
s_006	A manager or HR professional is uncertain about what they can keep confidential	Manager, Hr, Champion	STRONG	doc_003, doc_006, doc_007, doc_001, doc_009
s_007	An employee or manager wants to understand the legal rights and framework around domestic abuse	Manager, Hr, Senior leader	STRONG	doc_001, doc_010, doc_012, doc_014, doc_013
s_008	HR is developing or reviewing a workplace domestic abuse policy	Hr, Senior leader	STRONG	doc_003, doc_007, doc_009, doc_013, doc_014 ...
s_009	Recognising the signs of domestic abuse in the workplace	Manager, Champion, Colleague	STRONG	doc_006, doc_003, doc_013, doc_014, doc_020
s_010	Signposting and referring an employee to specialist support	Manager, Hr, Champion	STRONG	doc_003, doc_006, doc_009, doc_013, doc_014 ...
s_012	Responding in a trauma-informed way to a disclosure	Manager, Champion	STRONG	doc_006, doc_003, doc_004, doc_009
s_013	Using appropriate language when discussing domestic abuse	Manager, Hr, Senior leader, Champion, Colleague	STRONG	doc_004, doc_006, doc_008, doc_020

ID	Guidance category	Applicable roles	Evidence rating	Primary sources
s_014	Setting up or running a Domestic Abuse Champions programme	Hr, Senior leader, Champion	STRONG	doc_005, doc_003
s_015	Making the business case for domestic abuse support investment	Hr, Senior leader	STRONG	doc_015, doc_013, doc_003, doc_010, doc_012 ...
s_016	Immediate threat to life — emergency situation	Manager, Hr, Senior leader, Champion, Colleague	STRONG	doc_006, doc_003, doc_013
s_017	A perpetrator contacts or attends the employee's workplace	Manager, Hr, Senior leader	STRONG	doc_010, doc_002, doc_003, doc_004
s_018	General question about what a domestic abuse workplace policy should cover	Manager, Hr, Senior leader	STRONG	doc_007, doc_003, doc_009, doc_013, doc_014 ...
s_011	An employee working from home may be at increased risk	Manager, Hr	MODERATE	doc_014, doc_003, doc_006, doc_012

3. Source Catalogue

The knowledge base draws on 20 documents. The catalogue below lists each source with full metadata, a brief description, and the roles for which it is most relevant. Document types span statutory guidance, government reviews, sector toolkits, research reports, statistical bulletins, risk assessment tools, and employer guidance.

Doc	Title and organisation	Type	Published	Roles supported
doc_001	Domestic Abuse Statutory Guidance <i>Home Office, UK Government</i>	Statutory guidance	2022-07	Manager, Hr, Senior leader
doc_002	Domestic Violence and the Workplace <i>TUC (Trades Union Congress)</i>	Research report	2014	Hr, Senior leader
doc_003	Handbook: Workplace Domestic Abuse Response <i>Employers' Initiative on Domestic Abuse (EIDA)</i>	Handbook	2024	Manager, Hr, Senior leader, Champion
doc_004	A Language Guide for Everyone <i>Employers' Initiative on Domestic Abuse (EIDA)</i>	Guidance	Not confirmed	Manager, Hr, Senior leader, Champion, Colleague
doc_005	Domestic Abuse Champions Guide <i>Employers' Initiative on Domestic Abuse (EIDA)</i>	Guidance	Not confirmed	Champion, Hr
doc_006	Domestic Abuse: A Guide for Managers <i>Employers' Initiative on Domestic Abuse (EIDA)</i>	Guidance	Not confirmed	Manager
doc_007	Example Employment Policy: Domestic Abuse <i>Local Government Association (LGA)</i>	Policy template	Not confirmed	Hr, Senior leader
doc_008	Insights from EIDA Beacons: Developing a Response to Perpetrators of Domestic Abuse <i>Employers' Initiative on Domestic Abuse (EIDA) — EIDA Beacons group, with contributions from Respect and National Grid</i>	Insights / briefing	2023-06	Hr, Senior leader
doc_009	Managing and Supporting Employees Experiencing Domestic Abuse <i>CIPD (Chartered Institute of Personnel and Development)</i>	Guidance article	2020-11	Manager, Hr, Senior leader
doc_010	Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence <i>TUC (Trades Union Congress)</i>	Consultation response	2020	Hr, Senior leader
doc_011	VAWG and EIDA <i>Employers' Initiative on Domestic Abuse (EIDA)</i>	Briefing paper	Not confirmed	
doc_012	Workplace Support for Victims of Domestic Abuse: Review Report <i>Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade</i>	Government review	2021-01	Hr, Senior leader

Doc	Title and organisation	Type	Published	Roles supported
doc_013	Domestic Abuse: A Toolkit for Employers (December 2018) <i>Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities</i>	Toolkit	2018-12	Hr, Senior leader
doc_014	Domestic Abuse: A Toolkit for Employers (June 2021 Update) <i>Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA)</i>	Toolkit	2021-06	Manager, Hr, Senior leader, Champion
doc_015	The Workplace Impacts of Domestic Violence and Abuse <i>KPMG LLP (prepared for Vodafone Group)</i>	Research report	2019-07	Senior leader
doc_016	Domestic Abuse in England and Wales Overview: November 2025 <i>Office for National Statistics (ONS)</i>	Statistical bulletin	2025-11	Manager, Hr, Senior leader
doc_017	Guidance for Managers: Employees Perpetrating Domestic Abuse <i>Unknown local authority (likely a London Borough — references to 'LBH systems')</i>	Employer guidance	Not confirmed	Manager, Hr
doc_018	SafeLives DASH Risk Indicator Checklist <i>SafeLives (registered charity 1106864)</i>	Risk assessment tool	2015	Hr, Champion
doc_019	Risk Assessment and How to Refer to the MARAC (BCP Council) <i>BCP Council (Bournemouth, Christchurch and Poole)</i>	Procedural guidance	Not confirmed	Hr, Champion
doc_020	Employee Domestic Abuse Support Guidance — Version 2 <i>Wokingham Borough Council</i>	Employer guidance	Not confirmed	Manager, Hr, Colleague

† Documents with light blue shading (doc_016–doc_020) were added in the most recent update cycle (March 2026).

3.1 Source detail

The following pages provide a detailed record for each source document.

doc_001 · Domestic Abuse Statutory Guidance

Organisation	Home Office, UK Government	Document type	Statutory guidance
Published	2022-07	Length	163 pages
Source URL	https://www.gov.uk/government/consultations/domestic-abuse-act-statutory-guidance		

Summary

Statutory guidance issued by the Home Office under the Domestic Abuse Act 2021. Provides the definitive legal definition of domestic abuse, covers all recognised forms of abuse, the impact on victims and children, and the agency response framework including the responsibilities of employers. Chapter 6 (p.122) is directly relevant to workplace settings.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
MODERATE	STRONG	STRONG	LIMITED	NOT COVERED

Evidence gaps or caveats

- Chapter 6 (employer obligations, p.122 onwards) was not read in full — detailed employer guidance may be more extensive than currently captured in documents.json.
- No standalone operational manager guidance — practical application requires supplementary EIDA and BITC sources.
- Statutory guidance dated July 2022 — check gov.uk for any revisions or supplementary guidance issued subsequently.

doc_002 · Domestic Violence and the Workplace

Organisation	TUC (Trades Union Congress)	Document type	Research report
Published	2014	Length	Page count not confirmed
Source URL	https://www.tuc.org.uk/sites/default/files/Domestic_Violence_And_The_Workplace_0.pdf		

Summary

TUC research report drawing on a survey of approximately 3,500 workers on the relationship between domestic violence and the workplace. Key finding: over 40% experienced domestic abuse; 12.6% reported abuse extending into the workplace. Sets out the workplace impact of DA and TUC recommendations for employer action.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	MODERATE	MODERATE	LIMITED	NOT COVERED

Evidence gaps or caveats

- Published 2014 — statistics are over 10 years old and may be substantially superseded by current ONS and SafeLives data.
- Practical guidance elements are limited compared to post-DA Act 2021 materials.
- Page count not established — full content not reviewed.

Review notes

Exact publication month not confirmed. Page count not established from available reads. Some statistics may be superseded by more recent data.

doc_003 · Handbook: Workplace Domestic Abuse Response

Organisation	Employers' Initiative on Domestic Abuse (EIDA)	Document type	Handbook
Published	2024	Length	80 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

EIDA's comprehensive 2024 handbook for building a full workplace domestic abuse response. Structured in 7 parts covering: understanding DA, employer responsibilities (including legal duties under DA Act 2021), a 4-phase implementation roadmap for larger organisations, a simpler pathway for smaller organisations, the Recognise-Respond-Refer framework, information about EIDA, urgent help contacts, and a detailed table of contents. Covers both victim-survivors and perpetrator employees.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
STRONG	STRONG	STRONG	STRONG	LIMITED

Evidence gaps or caveats

- Source URL not confirmed — EIDA website ([eida.org.uk](https://www.eida.org.uk)) should be checked for the current version.
- Only the first 5 pages of an 80-page document were read — Parts 4-6 and appendices may contain additional operational guidance not yet captured.
- Review date not established — EIDA updates handbook versions periodically.

Review notes

Source URL for EIDA website not confirmed from document — check <https://www.eida.org.uk> for current download link. EIDA is a charity ([eida.org.uk](https://www.eida.org.uk)).

doc_004 · A Language Guide for Everyone

Organisation	Employers' Initiative on Domestic Abuse (EIDA)	Document type	Guidance
Published	Not confirmed	Length	Page count not confirmed
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

EIDA guidance on appropriate language when discussing domestic abuse in workplace contexts. Covers terminology, avoiding blame and stigma, person-centred language, the victim/survivor distinction, and how language choices can either enable or hinder disclosures.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
MODERATE	MODERATE	LIMITED	STRONG	MODERATE

Evidence gaps or caveats

- Publication date not confirmed — V7 designation suggests the document has been through multiple iterations but current version date is unknown.

- Source URL not confirmed — check eida.org.uk.
- Page count not established — full content not reviewed.
- Summary in documents.json based on limited page reads — full language guide may contain more extensive guidance.

Review notes

Publication date not confirmed from available pages. V7 indicates ongoing revision. Check <https://www.eida.org.uk> for current version and date.

doc_005 · Domestic Abuse Champions Guide

Organisation	Employers' Initiative on Domestic Abuse (EIDA)	Document type	Guidance
Published	Not confirmed	Length	Page count not confirmed
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

EIDA guide for establishing and running a Domestic Abuse Champions programme in the workplace. Covers the role of DA Champions as trained peer supporters and signposters, not counsellors. Details how to recruit, train, support and manage the wellbeing of champions.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	MODERATE	LIMITED	STRONG	NOT COVERED

Evidence gaps or caveats

- Publication date not confirmed — V6 designation suggests ongoing updates.
- Source URL not confirmed — check eida.org.uk.
- Page count not established — full content not reviewed.

Review notes

Publication date not confirmed from available pages. V6 indicates ongoing revision. Check <https://www.eida.org.uk> for current version and date. Page count not established from available reads.

doc_006 · Domestic Abuse: A Guide for Managers

Organisation	Employers' Initiative on Domestic Abuse (EIDA)	Document type	Guidance
Published	Not confirmed	Length	Page count not confirmed
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

Practical guide for line managers using the Recognise-Respond-Refer framework. Covers key facts and prevalence data, behavioural and physical signs of domestic abuse in the workplace, how to respond appropriately to a disclosure, trauma-informed communication techniques, appropriate language, and referral pathways. Emphasises that managers are not expected to be experts.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
STRONG	MODERATE	LIMITED	MODERATE	NOT COVERED

Evidence gaps or caveats

- Publication date not confirmed — V5-1 designation suggests ongoing updates.
- Source URL not confirmed — check eida.org.uk.

- Page count approximately 14 pages based on visible content but not verified from final page number.

Review notes

Publication date not confirmed. V5-1 indicates ongoing revision. Source URL (EIDA website) not confirmed — check <https://www.eida.org.uk>. Page count not fully established from available reads.

doc_007 · Example Employment Policy: Domestic Abuse

Organisation	Local Government Association (LGA)	Document type	Policy template
Published	Not confirmed	Length	5 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

Template employment policy on domestic abuse for local government employers. Covers purpose, scope, the organisation's commitment, support available to employees experiencing DA (including flexible working and paid leave), confidentiality provisions, the approach to employees who are perpetrators, and the policy review process. Intended as an editable starting point for LGA member councils.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	STRONG	MODERATE	LIMITED	NOT COVERED

Evidence gaps or caveats

- Publication date not confirmed — check local.gov.uk.
- Review date not confirmed.
- Source URL not confirmed — search local.gov.uk for 'domestic abuse policy template'.
- Document may have been updated since the version in the knowledge base — check LGA website.

Review notes

Publication and review dates not visible in available pages. Check <https://www.local.gov.uk> for the current version of this template policy. URL of the original LGA web page not confirmed from the PDF.

doc_008 · Insights from EIDA Beacons: Developing a Response to Perpetrators of Domestic Abuse

Organisation	Employers' Initiative on Domestic Abuse (EIDA) — EIDA Beacons group, with contributions from Respect and National Grid	Document type	Insights / briefing
Published	2023-06	Length	4 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

Insights from a May 2023 EIDA Beacons meeting focused on developing workplace responses to employees who are perpetrators of domestic abuse. Drawing on input from Respect (the national perpetrator support organisation) and National Grid. Covers prevalence data, the primacy of victim safety, employer legal obligations, appropriate language, signposting to perpetrator support programmes, and practical considerations for developing a perpetrator response policy.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	STRONG	MODERATE	LIMITED	NOT COVERED

Evidence gaps or caveats

- Source URL not confirmed — check [eida.org.uk](https://www.eida.org.uk) for Beacons/Insights resources.
- Evidence base is from 8 EIDA Beacon employers — a small, self-selecting sample, not a representative study.
- Fewer than 1% of perpetrators nationally currently receive specialist intervention — employer-led perpetrator response remains at an early stage of development.
- Full 4-page document read, but the knowledge base should be supplemented with Respect and Drive Project materials for perpetrator response.

Review notes

Source URL for this EIDA document not confirmed — check <https://www.eida.org.uk> for the download link.

doc_009 · Managing and Supporting Employees Experiencing Domestic Abuse

Organisation	CIPD (Chartered Institute of Personnel and Development)	Document type	Guidance article
Published	2020-11-16	Length	5 pages
Source URL	https://www.cipd.org/uk/views-and-insights/thought-leadership/cipd-voice/managing-employees-experiencing-domestic-abuse/		

Summary

CIPD thought leadership article by Claire McCartney (Senior Policy Adviser, Resourcing and Inclusion) summarising joint CIPD and Equality and Human Rights Commission (EHRC) guidance on supporting employees experiencing domestic abuse. Proposes a four-step employer framework and sets out key recommendations, emphasising that employers are uniquely positioned to offer support. Informed by a YouGov survey of 1,080 UK working adults (June 2020).

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
STRONG	STRONG	MODERATE	MODERATE	NOT COVERED

Evidence gaps or caveats

- Published November 2020 — pre-dates several DA Act 2021 developments and the BITC June 2021 update.
- Only pages 1-5 read — additional guidance in later sections may not be fully captured.

doc_010 · Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence

Organisation	TUC (Trades Union Congress)	Document type	Consultation response
Published	2020	Length	Page count not confirmed
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

TUC's formal response to the BEIS call for evidence on workplace support for victims of domestic abuse (June 2020). Frames DA as a gendered form of violence requiring a VAWG-informed approach. Provides evidence of DA's workplace impact and sets out TUC recommendations for legislative change, including: statutory paid DA leave, mandatory employer DA policies, trade union involvement in policy development, and flexible working as a day-one default right.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	STRONG	MODERATE	LIMITED	NOT COVERED

Evidence gaps or caveats

- Exact publication date not confirmed (year 2020 confirmed from context).
- Source URL not found.

- Page count not established — partial read only.
- Represents TUC advocacy position, not neutral research — balance with employer-facing EIDA and BITC materials.

Review notes

Exact publication month not confirmed. Source URL (TUC website) not confirmed from the PDF — check <https://www.tuc.org.uk> for current link. Page count not fully established from available reads.

doc_011 · VAWG and EIDA

Organisation	Employers' Initiative on Domestic Abuse (EIDA)	Document type	Briefing paper
Published	Not confirmed	Length	4 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

Briefing document contextualising EIDA's workplace domestic abuse response work within the broader Violence Against Women and Girls (VAWG) strategy and framework. Situates employer action on DA within the statutory VAWG agenda.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	LIMITED	LIMITED	LIMITED	NOT COVERED

Evidence gaps or caveats

- Formal document title not confirmed from cover page — inferred from filename only.
- Publication date unknown.
- Source URL not found.
- Only limited pages read — summary, key points, and scenario tags in documents.json may be incomplete.
- Actions for managers not established from available reads.
- Supported roles and operational uses cannot be confirmed until the full document is read.
- PRIORITY: Full read of this document is required before it is used as a source in any scenario guidance.

Review notes

Full title and content not confirmed from all available reads. Publication date not visible. Check <https://www.eida.org.uk> for current version. Actions for managers/HR and scenario tags may be incomplete pending fuller read.

doc_012 · Workplace Support for Victims of Domestic Abuse: Review Report

Organisation	Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade	Document type	Government review
Published	2021-01-14	Length	34 pages
Source URL	https://www.gov.uk/government/publications/workplace-support-for-victims-of-domestic-abuse/workplace-support-for-victims-of-domestic-abuse-review-report-accessible-webpage		

Summary

Government review (June-November 2020) of workplace support for victims of domestic abuse, published by BEIS January 2021. Conducted following commitments in the DA Bill (now DA Act 2021). Documents prevalence (approximately 2.3 million victims per year in England and Wales; 2/3 female), economic impact (DA costs England and Wales £66 billion per year; UK businesses lose £316 million in economic output annually; £5,800 potential loss of earnings per female victim), current employer practices, barriers to providing support, and recommendations. Three chapters: (1) Building awareness, (2) Extending the workplace support offer, (3) Employment rights framework. Full 34-page PDF version reviewed in addition to the accessible webpage version.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	STRONG	STRONG	LIMITED	NOT COVERED

Evidence gaps or caveats

- Economic statistics (£66bn, £316mn, £5,800 per victim) are based on year ending March 2017 data — use alongside more recent ONS November 2025 data (doc_016) for updated prevalence.
- Chapter 6 (employer obligations) of the statutory guidance (doc_001, p.122 onwards) was not read in full — supplement with Wokingham guidance (doc_020) for operational detail.
- The review predates the DA Act 2021 receiving Royal Assent — cross-reference with statutory guidance (doc_001) for updated legal framework.

Review notes

Full PDF version ('workplace-support-for-victims-of-domestic-abuse-report.pdf') was read in addition to the accessible webpage version (the original source). The PDF is the print version of the same BEIS 2021 report. Summary and key statistics updated from the fuller content. Economic cost figures (£66bn, £316mn, £5,800) are based on year ending March 2017 data — supplement with ONS November 2025 (doc_016) for current prevalence.

doc_013 · Domestic Abuse: A Toolkit for Employers (December 2018)

Organisation	Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities	Document type	Toolkit
Published	2018-12	Length	44 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

Comprehensive employer toolkit from Business in the Community covering understanding DA, three key actions (Acknowledge–Respond–Refer), workplace policy guidance, handling disclosures, responding to perpetrator employees, resources, and case studies. Co-produced with Public Health England and drawing on Durham University/Vodafone Foundation research. Intended for business leaders, senior practitioners, HR, occupational health, H&S teams, and line managers.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
MODERATE	STRONG	STRONG	LIMITED	NOT COVERED

Evidence gaps or caveats

- Published December 2018 — superseded by BITC June 2021 update (doc_014) for current operational guidance.
- Statistics pre-date the Domestic Abuse Act 2021.
- Source URL not confirmed — check bitc.org.uk.
- For current employer guidance, prefer doc_014; retain doc_013 for historical context and comparative statistics only.

Review notes

Source URL (BITC website) not confirmed from the PDF. Check <https://www.bitc.org.uk> for the current toolkit. Updated version superseded by June 2021 edition (doc_014). Some statistics pre-date the Domestic Abuse Act 2021.

doc_014 · Domestic Abuse: A Toolkit for Employers (June 2021 Update)

Organisation	Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA)	Document type	Toolkit
Published	2021-06	Length	31 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

Updated version of the BITC employer toolkit, co-produced with HM Government and EIDA, incorporating the Domestic Abuse Act 2021, hybrid working considerations, and COVID-19 context. Uses a Four R's approach: Recognise, Respond, Refer, and Record. Includes reference to the government's #YouAreNotAlone campaign, the Ask for ANI codeword scheme in pharmacies, and new case studies. Data updated to June 2021.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
STRONG	STRONG	STRONG	MODERATE	MODERATE

Evidence gaps or caveats

- Source URL not confirmed — check [bitc.org.uk](https://www.bitc.org.uk).
- Only pages 1-5 of a 31-page document read — additional guidance sections (later R's, resources) may not be fully captured.

Review notes

Source URL (BITC website) not confirmed from the PDF. Check <https://www.bitc.org.uk> for the current download link. This is the updated version of doc_013 (December 2018).

doc_015 · The Workplace Impacts of Domestic Violence and Abuse

Organisation	KPMG LLP (prepared for Vodafone Group)	Document type	Research report
Published	2019-07-04	Length	30 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

KPMG economic analysis commissioned by Vodafone Group quantifying the workplace impacts of domestic violence and abuse across 107 countries and 9 Vodafone markets (including the UK). Analyses absenteeism, reduced workplace productivity, and career progression impacts. Provides a data-driven business case for employer action. Based on published literature, ILO/UN/World Bank data, and the Vodafone domestic abuse survey (Opinium, 9 countries).

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
NOT COVERED	LIMITED	STRONG	NOT COVERED	NOT COVERED

Evidence gaps or caveats

- KPMG Confidential document prepared solely for Vodafone Group — verify whether public citation is permitted before using in external communications.
- Published 04 July 2019 — economic figures are over 5 years old and may be substantially outdated.
- No public URL identified — check Vodafone Foundation website for any publicly available version.
- Only pages 1-5 read of the full report — detailed methodology and data sections not reviewed.

Review notes

Document is classified as KPMG Confidential and was originally prepared solely for Vodafone Group. No public source URL identified — may be available via the Vodafone Foundation. Figures are international and may differ from UK-specific statistics. Some figures may now be superseded. Jurisdiction is international (not UK-only) — treat UK-specific data with care.

doc_016 · Domestic Abuse in England and Wales Overview: November 2025

Organisation	Office for National Statistics (ONS)
Published	2025-11-26
Source URL	https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwalesoverview

Summary

Annual ONS statistical bulletin providing the most current prevalence and criminal justice data on domestic abuse in England and Wales. Data covers the year ending March 2025, from the Crime Survey for England and Wales (CSEW). Key headline: approximately 3.8 million people (7.8% of adults aged 16+) experienced domestic abuse in the last year. Note: new survey questions were introduced for year ending March 2024, so historical comparisons require care.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
MODERATE	STRONG	STRONG	MODERATE	NOT COVERED

Evidence gaps or caveats

- This bulletin reports prevalence but does not provide workplace-specific impact data (absenteeism, productivity loss) — BEIS 2021 (doc_012) remains the primary source for that.
- New CSEW survey questions introduced from year ending March 2024 mean pre-2024 trend comparisons require care.
- Economic cost figures are not included in this bulletin — use BEIS 2021 (doc_012) for workplace economic impact.

doc_017 · Guidance for Managers: Employees Perpetrating Domestic Abuse

Organisation	Unknown local authority (likely a London Borough — references to 'LBH systems')	Document type	Employer guidance
Published	Not confirmed	Length	2 pages
Source URL	<i>Not confirmed — see missing_metadata.json</i>		

Summary

A concise two-page manager guidance document addressing how to respond when an employee is identified as a perpetrator of domestic abuse. Covers indicators of abusive behaviour, disclosure routes (direct and indirect), a DO list for managers, and specific guidance on managing situations where the perpetrator is targeting another employee. References 'LBH systems' suggesting a London Borough provenance. Full document read.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
STRONG	STRONG	LIMITED	NOT COVERED	NOT COVERED

Evidence gaps or caveats

- Organisation is unconfirmed — the guidance reflects one local authority's approach and may not reflect universal best practice.
- Publication date unknown — currency of guidance cannot be verified.
- The document does not cover disciplinary or legal proceedings in detail — supplement with Wokingham guidance (doc_020) and CIPD (doc_009).

Review notes

Organisation is not identified on the document cover. References to 'LBH systems' may indicate London Borough of Hackney or London Borough of Hammersmith and Fulham. Source URL is unknown — this appears to be an internal policy document. Publication date not stated. A full read was completed (2-page document).

doc_018 · SafeLives DASH Risk Indicator Checklist

Organisation	SafeLives (registered charity 1106864)	Document type	Risk assessment tool
Published	2015	Length	5 pages
Source URL	http://safelives.org.uk		

Summary

The SafeLives Domestic Abuse, Stalking and Honour-Based Violence (DASH) Risk Indicator Checklist — the standard risk assessment tool used across England and Wales to identify victims at risk of serious harm or homicide and to determine eligibility for MARAC referral. The checklist contains 24 questions. MARAC referral is indicated where a professional scores 14 or more ticks, or where professional judgement indicates high risk regardless of score. Full document read.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	STRONG	LIMITED	STRONG	NOT COVERED

Evidence gaps or caveats

- This version dates from 2015 — the current SafeLives DASH checklist should be verified at safelives.org.uk.
- The checklist guidance notes (explaining each question) are not included in this version of the document.
- Designed primarily for frontline professionals (police, DVAs, social workers) — employer use requires appropriate training and context.

Review notes

Publication date is 2015 — this is an older version of the checklist. Users should verify the current version at safelives.org.uk. The checklist is widely used across England and Wales but may have been updated since 2015.

doc_019 · Risk Assessment and How to Refer to the MARAC (BCP Council)

Organisation	BCP Council (Bournemouth, Christchurch and Poole)	Document type	Procedural guidance
Published	Not confirmed	Length	9 pages
Source URL	https://www.bcpCouncil.gov.uk/communities/crime-safety-and-emergencies/multi-agency-risk-assessment-conference/risk-assessment-and-how-to-refer-to-the-marac		

Summary

Step-by-step procedural guidance from BCP Council (Bournemouth, Christchurch and Poole) on completing a DASH risk assessment and making a MARAC referral. Provides a 12-step referral procedure, explains the MARAC referral threshold (14+ ticks on the DASH), covers the process for young people aged 16-18 (different checklist, threshold of 10 ticks), and outlines what happens after referral. Full document read.

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
LIMITED	STRONG	NOT COVERED	STRONG	NOT COVERED

Evidence gaps or caveats

- Specific to BCP Council area — MARAC contact details and local procedure steps will differ across local authorities.
- Publication date unknown — check BCP Council website for any updates.
- Does not cover employer-specific responsibilities at MARAC meetings — supplement with specialist DA service guidance.

Review notes

Publication date not stated on the document — the webpage was accessed on 2026-03-11. This document reflects BCP Council's local procedure; MARAC administrator contact details and local procedures will differ across local authority areas. Check your local council's MARAC contact before use.

doc_020 · Employee Domestic Abuse Support Guidance — Version 2

Organisation	Wokingham Borough Council	Document type	Employer guidance
Published	Not confirmed	Length	24 pages
Source URL	Not confirmed — see <i>missing_metadata.json</i>		

Summary

A comprehensive local authority employer guidance document providing detailed, operational guidance for managers, colleagues, HR, and perpetrators across the full range of domestic abuse workplace scenarios. Unique in the knowledge base for its breadth: it addresses victim-survivor support, colleague guidance, perpetrator recognition and management, disciplinary process, suspension, arrest and criminal proceedings management, plus dedicated annexes on signs of abuse, practical measures, honour-based abuse and forced marriage, LGBT+ issues, disability, and useful contacts. Pages 1-20 read. Full document read is recommended for pages 21-24 (annexes F remainder).

Evidence strength by role

Manager	Hr	Senior leader	Champion	Colleague
STRONG	STRONG	MODERATE	MODERATE	STRONG

Evidence gaps or caveats

- Pages 21-24 not fully read — Annex F contacts list may contain additional specialist services.
- Internal document — no external source URL; provenance is Wokingham Borough Council internal HR policy.
- Version 2 but no publication or version date — currency cannot be confirmed.
- Local authority context — some measures (e.g., financial support, specific contacts) may be Wokingham-specific and not universally applicable.

Review notes

Organisation: Wokingham Borough Council. Version 2 — updated from an earlier version. Publication date not stated. Source URL not found (appears to be an internal HR policy document). Pages 21-24 not fully read — these contain the remainder of Annex F (useful contacts list). Recommend full read of remaining pages. No external PDF link identified.

4. Evidence Gaps and Next Steps

The following gaps in the evidence base have been identified. These represent areas where additional source material would materially strengthen the reliability of guidance content. They are listed in priority order.

Priority	Status	Action
1 — URGENT	Open	Complete full read of doc_011 (VAWG and EIDA) — currently unreliable as a source; formal title unconfirmed.
2 — HIGH	Open	Confirm source URLs for all 6 EIDA-published documents (doc_003–doc_006, doc_008, doc_011) via eida.org.uk.
3 — HIGH	Open	Identify the publishing organisation for doc_017 (perpetrator manager guidance — references 'LBH systems'). Cannot be publicly cited until confirmed.
4 — HIGH	Open	Add source materials from the Respect Programme and/or Drive Project on perpetrator behaviour change — the knowledge base references these programmes but does not include their evaluation evidence.
5 — MEDIUM	Open	Verify the current version of the SafeLives DASH Risk Indicator Checklist (doc_018 is dated 2015) at safelives.org.uk.
6 — MEDIUM	Open	Complete full read of the EIDA Handbook (doc_003 — 80 pages; only pages 1–5 read to date).
7 — MEDIUM	Open	Complete reading of Wokingham guidance (doc_020) pages 21–24 to capture the full useful contacts list in Annex F.
8 — MEDIUM	Open	Search for and review ACAS guidance on domestic abuse and employment — ACAS is the primary employment relations authority and is not yet represented in the knowledge base.
9 — MEDIUM	Open	Confirm the LGA policy template (doc_007) source URL and publication date.
10 — MEDIUM	Open	Review post-pandemic evidence on remote and hybrid working risk (s_011) — current sources are primarily from the 2020–2021 pandemic context.
11 — LOW	Open	Add a second colleague-facing source to strengthen s_009 and s_013 (currently supported by a single source: doc_020).
12 — LOW	Open	Verify that the DA Act 2021 statutory guidance (doc_001, July 2022) has not been revised since publication.

4.1 Gaps resolved in v1.2

The following gaps identified in the previous version of the knowledge base (v1.1, March 2026) have been addressed in this update cycle.

Gap	Status	Resolution
C.2 — Statistics	ADDRESSED	ONS November 2025 (doc_016) added — year ending March 2025 prevalence data now in knowledge base.

Gap	Status	Resolution
C.1 — Perpetrator mgmt	PARTIALLY ADDRESSED	doc_017 and doc_020 added. Operational guidance now strong. Behaviour change programme evidence not yet included.
C.5 — MARAC/DASH	ADDRESSED	SafeLives DASH (doc_018) and BCP Council MARAC procedure (doc_019) added. s_010 upgraded to strong.
C.7 — Colleague guidance	ADDRESSED	Wokingham guidance (doc_020) provides dedicated colleague content. s_009 and s_013 updated.
B.1 — Perpetrator depth	ADDRESSED	s_003 upgraded from moderate to strong. Arrest/RUI protocols, suspension law, HR checklist now captured.
B.5 — Business case	ADDRESSED	s_015 upgraded from moderate to strong with current ONS statistics.
doc_012 partial read	ADDRESSED	Full PDF version read. doc_012 summary and economic statistics updated.

Appendix A · Category Detail

This appendix lists each guidance category with its evidence strength, the documents that support it, and any evidence gap notes recorded at the time of the last knowledge base review.

s_001 · An employee discloses they are experiencing domestic abuse

Roles: Manager · Hr · Champion

STRONG

Sources

- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_007: Example Employment Policy: Domestic Abuse (Local Government Association (LGA))
- doc_004: A Language Guide for Everyone (Employers' Initiative on Domestic Abuse (EIDA))

s_002 · A manager suspects a team member may be experiencing domestic abuse but there has been no disclosure

Roles: Manager · Champion

STRONG

Sources

- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))

s_003 · An employee is suspected or known to be a perpetrator of domestic abuse

Roles: Manager · Hr · Senior leader · Colleague

STRONG

Sources

- doc_008: Insights from EIDA Beacons: Developing a Response to Perpetrators of Domestic Abuse (Employers' Initiative on Domestic Abuse (EIDA) — EIDA Beacons group, with contributions from Respect and National Grid)
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_007: Example Employment Policy: Domestic Abuse (Local Government Association (LGA))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))

- doc_001: Domestic Abuse Statutory Guidance (Home Office, UK Government)
- doc_017: Guidance for Managers: Employees Perpetrating Domestic Abuse (Unknown local authority (likely a London Borough — references to 'LBH systems'))
- doc_020: Employee Domestic Abuse Support Guidance — Version 2 (Wokingham Borough Council)

Evidence gap note

Perpetrator-specific behaviour change programme evidence (Respect, Drive Project) is not yet in the knowledge base. The management of perpetrators is now well-evidenced operationally (doc_017, doc_020) but the evidence base for long-term behaviour change outcomes remains underdeveloped nationally.

<p>s_004 · Safety planning for an employee at risk at, travelling to, or from work Roles: Manager · Hr</p>	<p>STRONG</p>
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Sources

- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_010: Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence (TUC (Trades Union Congress))
- doc_012: Workplace Support for Victims of Domestic Abuse: Review Report (Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade)

<p>s_005 · An employee requests flexible working or time off in connection with domestic abuse Roles: Manager · Hr</p>	<p>STRONG</p>
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Sources

- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))
- doc_010: Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence (TUC (Trades Union Congress))
- doc_012: Workplace Support for Victims of Domestic Abuse: Review Report (Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade)
- doc_007: Example Employment Policy: Domestic Abuse (Local Government Association (LGA))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))

Evidence gap note

Statutory paid domestic abuse leave does not currently exist in UK employment law (as at March 2026). TUC recommends it as best practice. Implementation depends entirely on organisational policy — managers should check their own policy before making commitments.

<p>s_006 · A manager or HR professional is uncertain about what they can keep confidential Roles: Manager · Hr · Champion</p>	<p>STRONG</p>
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Sources

- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))

- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_007: Example Employment Policy: Domestic Abuse (Local Government Association (LGA))
- doc_001: Domestic Abuse Statutory Guidance (Home Office, UK Government)
- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))

s_007 · An employee or manager wants to understand the legal rights and framework around domestic abuse

Roles: Manager · Hr · Senior leader

STRONG

Sources

- doc_001: Domestic Abuse Statutory Guidance (Home Office, UK Government)
- doc_010: Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence (TUC (Trades Union Congress))
- doc_012: Workplace Support for Victims of Domestic Abuse: Review Report (Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)

Evidence gap note

Legislation and guidance in this area evolves. The statutory guidance (doc_001) is dated July 2022. Verify on gov.uk for any subsequent revisions or supplementary guidance.

s_008 · HR is developing or reviewing a workplace domestic abuse policy

Roles: Hr · Senior leader

STRONG

Sources

- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_007: Example Employment Policy: Domestic Abuse (Local Government Association (LGA))
- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_010: Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence (TUC (Trades Union Congress))
- doc_001: Domestic Abuse Statutory Guidance (Home Office, UK Government)
- doc_012: Workplace Support for Victims of Domestic Abuse: Review Report (Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade)

s_009 · Recognising the signs of domestic abuse in the workplace

Roles: Manager · Champion · Colleague

STRONG

Sources

- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))

- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_020: Employee Domestic Abuse Support Guidance — Version 2 (Wokingham Borough Council)

s_010 · Signposting and referring an employee to specialist support

Roles: Manager · Hr · Champion

STRONG

Sources

- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_001: Domestic Abuse Statutory Guidance (Home Office, UK Government)
- doc_018: SafeLives DASH Risk Indicator Checklist (SafeLives (registered charity 1106864))
- doc_019: Risk Assessment and How to Refer to the MARAC (BCP Council) (BCP Council (Bournemouth, Christchurch and Poole))

s_011 · An employee working from home may be at increased risk

Roles: Manager · Hr

MODERATE

Sources

- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_012: Workplace Support for Victims of Domestic Abuse: Review Report (Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade)

Evidence gap note

Evidence on remote working and DA risk intensified during the COVID-19 pandemic. Long-term evidence for post-pandemic hybrid working contexts is still emerging. Source material (doc_014, doc_012) reflects 2020-2021 understanding.

s_012 · Responding in a trauma-informed way to a disclosure

Roles: Manager · Champion

STRONG

Sources

- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_004: A Language Guide for Everyone (Employers' Initiative on Domestic Abuse (EIDA))

- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))

s_013 · Using appropriate language when discussing domestic abuse

Roles: Manager · Hr · Senior leader · Champion · Colleague

STRONG

Sources

- doc_004: A Language Guide for Everyone (Employers' Initiative on Domestic Abuse (EIDA))
- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_008: Insights from EIDA Beacons: Developing a Response to Perpetrators of Domestic Abuse (Employers' Initiative on Domestic Abuse (EIDA) — EIDA Beacons group, with contributions from Respect and National Grid)
- doc_020: Employee Domestic Abuse Support Guidance — Version 2 (Wokingham Borough Council)

s_014 · Setting up or running a Domestic Abuse Champions programme

Roles: Hr · Senior leader · Champion

STRONG

Sources

- doc_005: Domestic Abuse Champions Guide (Employers' Initiative on Domestic Abuse (EIDA))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))

s_015 · Making the business case for domestic abuse support investment

Roles: Hr · Senior leader

STRONG

Sources

- doc_015: The Workplace Impacts of Domestic Violence and Abuse (KPMG LLP (prepared for Vodafone Group))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_010: Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence (TUC (Trades Union Congress))
- doc_012: Workplace Support for Victims of Domestic Abuse: Review Report (Department for Business, Energy & Industrial Strategy (BEIS) / Department for Business & Trade)
- doc_016: Domestic Abuse in England and Wales Overview: November 2025 (Office for National Statistics (ONS))

Evidence gap note

The KPMG 2019 economic analysis (doc_015) is still the most granular workplace cost model available, but is Vodafone-specific and dated. ONS November 2025 (doc_016) now provides current prevalence data. A dedicated post-2022 UK-wide economic cost analysis of workplace domestic abuse impact would further strengthen this scenario.

s_016 · Immediate threat to life — emergency situation

Roles: Manager · Hr · Senior leader · Champion · Colleague

STRONG

Sources

- doc_006: Domestic Abuse: A Guide for Managers (Employers' Initiative on Domestic Abuse (EIDA))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))

- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)

s_017 · A perpetrator contacts or attends the employee's workplace

Roles: Manager · Hr · Senior leader

STRONG

Sources

- doc_010: Support in the Workplace for Victims of Domestic Abuse: TUC Response to BEIS Call for Evidence (TUC (Trades Union Congress))
- doc_002: Domestic Violence and the Workplace (TUC (Trades Union Congress))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_004: A Language Guide for Everyone (Employers' Initiative on Domestic Abuse (EIDA))

s_018 · General question about what a domestic abuse workplace policy should cover

Roles: Manager · Hr · Senior leader

STRONG

Sources

- doc_007: Example Employment Policy: Domestic Abuse (Local Government Association (LGA))
- doc_003: Handbook: Workplace Domestic Abuse Response (Employers' Initiative on Domestic Abuse (EIDA))
- doc_009: Managing and Supporting Employees Experiencing Domestic Abuse (CIPD (Chartered Institute of Personnel and Development))
- doc_013: Domestic Abuse: A Toolkit for Employers (December 2018) (Business in the Community (BITC), in association with Public Health England; sponsored by The Insurance Charities)
- doc_014: Domestic Abuse: A Toolkit for Employers (June 2021 Update) (Business in the Community (BITC), supported by HM Government and Employers' Initiative on Domestic Abuse (EIDA))
- doc_001: Domestic Abuse Statutory Guidance (Home Office, UK Government)