



Working together to improve the health and wellbeing of our communities

# Healthy Workplace

Supporting local employers with health and wellbeing in the workplace

## October 2024

The Public Health Workplace Health Team work with local service providers to offer FREE workplace health and wellbeing services, to workplaces based in Milton Keynes, Bedford Borough and Central Bedfordshire.

Our monthly bulletin outlines our offer, focuses on different health and wellbeing topics, showcases services and highlights forthcoming campaigns to support health and wellbeing in your workplace.

## Monthly focus



## Domestic abuse support at work



Domestic abuse is a pattern of abusive behaviour towards an intimate partner or a family member. The behaviour may include physical abuse, financial abuse, emotional abuse and/or coercive control which significantly impacts the victim's life.

In the workplace domestic abuse not only impacts employees who are victims or survivors, but it also has an impact on colleagues, teams and the wider workplace.

### Did you know.....?

- 1 in 4 women and 1 in 6 men will experience domestic abuse in their lifetime
- The workplace maybe a victim's only safe place, however a TUC Survey reported that 47% of victim's abusive partners came to their workplace unannounced. 81% received abusive calls or emails whilst at work
- 16% of survey responders reported that their abusive partner worked at the same place as them (TUC: Domestic Violence in the Workplace 2014)
- Domestic abuse can cause a decline in employee engagement, productivity, attendance, career development and job security
- Employers have a duty to safeguard the wellbeing of staff. The statutory guidance accompanying the Domestic Abuse Act 2021 requires that employers consider the impact of domestic abuse on their employees
- [The Employers' Initiative on Domestic Abuse](#) (EIDA) report that only 5% of employers have introduced a specific policy or guidance on domestic abuse at work

### How employers can help:

- Understand the types of domestic abuse, the signs of abuse and the legal position

- Develop a domestic abuse policy. A free template for a domestic abuse policy can be found at the [Employers' Initiative on Domestic Abuse](#)
- Develop your own domestic abuse pledge or download our free domestic abuse pledge from our Workplace Health [webpages](#) (find the link to the pledge via the Health, Safety and wellbeing / Domestic Abuse resources page)
- Raise awareness and reduce stigma in the workplace by running domestic abuse awareness campaigns
- Provide information and resources and signpost to support services
- Deliver domestic abuse awareness training for line managers and colleagues
- Promote a culture of open communication through regular supportive one to one meetings
- Appoint domestic abuse champions or responders to support the workforce
- Offer flexible working and consider allowing paid time off for staff to seek support from local services
- Complete risk assessments and offer reasonable adjustments
- Offer financial wellbeing advice and assistance
- Provide access to Employment Support Programmes / Occupational Health
- Sign up to the [White Ribbon Campaign](#) and [Safe Space Initiatives](#)

## Service offer spotlight

### Local Workplace Domestic Abuse Services

MK ACT support victims of domestic abuse who are residents of Milton Keynes.



Helpline: 0344 375 4307

They also offer a number of services to workplaces based in Milton Keynes, including Domestic Abuse training and the opportunity to join the Domestic Abuse Champions Network.

To find out more contact [training@mk-act.org](mailto:training@mk-act.org) or to book your place on the Domestic Abuse awareness training click [here](#).

**Reducing  
the Risk**  
of Domestic Abuse



Reducing the Risk hub is dedicated to the safety of adults and children at risk of domestic abuse and to the empowerment of the professionals and volunteers who support them.

Anyone working in Milton Keynes can become a registered member of the [Reduce the Risk Hub](#) (RtRH), and access **FREE Domestic Abuse Champion training**, as well being able to access resources on domestic abuse and become a member of the network for Domestic Abuse Champions across Milton Keynes.

The Bedfordshire Domestic Abuse Partnership (BDAP) provide a list of support services available to victims or perpetrators of domestic abuse, who are residents of Bedfordshire. You can find information [here](#).



(BDAP) offer the Support Hub Scheme, which promotes places in our local communities which have committed to offering:

- a safe space for someone to go to who needs access to support
- a safe space for someone to contact a support service, helping them to safely end an abusive or controlling relationship

If your workplace would be interested in offering a safe place within your workplace please email [BDAP@centralbedfordshire.gov.uk](mailto:BDAP@centralbedfordshire.gov.uk) or click [here](#) for more information on local support.

### DOMESTIC ABUSE RESPONDERS' SCHEME



Workplaces based in Central Bedfordshire can access the FREE Domestic Abuse Responders one day workshop, to upskill staff to enable them to provide support and advice to anyone living with, or who knows someone that is living with domestic abuse.

Attendees all have the opportunity to be part of a wider network of Domestic Abuse Responders. Free training workshops are also available. Information is [here](#).

## Campaigns



## Supporting Male Victims of Domestic Abuse Day

This year's campaign is on 7th November 2024 and the theme is #MenYouAreNotAlone.

Asking every organisation to publicise the help they have available to the men in their local community and to provide support services for men experiencing domestic abuse.

For more information click [here](#)



## White Ribbon Day

Monday 25<sup>th</sup> November 2024 is International White Ribbon Day and the International Day for the Elimination of Violence against Women.

The White Ribbon campaign theme for 2024 is 'It starts with **Men**'.

In 2022 Milton Keynes City Council achieved White Ribbon accreditation and is proud to be a White Ribbon City!

## 16 days of activism

16 DAYS OF ACTIVISM

The 16 Days of Activism raises awareness about violence against women and girls as a human rights issue, focusing on the importance of grassroots work on violence against women as well as providing an international platform for advocacy and campaigning.

The campaign starts on 25<sup>th</sup> November until 10<sup>th</sup> December (Human Rights Day). The dates for the campaign were chosen to link violence against women and human rights and emphasise that gender-based violence against women is a violation of human rights.

For more information click [here](#)

Thank you for reading our newsletter. If you would you like to be added to our mailing list or for more information on:

- [Free training and workshops](#) on a range of health and wellbeing topics

- A range of [information and resources](#) covering all aspects of workplace health

Please email the Workplace Health Team at [public.health@milton-keynes.gov.uk](mailto:public.health@milton-keynes.gov.uk)

**Please do not reply to this email**

Send all queries to [public.health@milton-keynes.gov.uk](mailto:public.health@milton-keynes.gov.uk)

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