

Domestic violence and abuse

Employers have a legal duty of care to their employees and should:

- look out for signs of domestic abuse
- respond appropriately
- support someone who is experiencing domestic abuse
- keep a record of incidents at work and when employees report domestic abuse, and any actions taken

[Find out how to recognise domestic abuse on GOV.UK](#)

How an employer can help

Employers should make clear what support is available if an employee is experiencing domestic abuse, such as:

- finding a way to communicate safely, for example by text message if calls are not possible, or a different email address if their email is being monitored by the perpetrator
- agreeing on a code word or hand signal for someone to use to alert others that they're experiencing domestic abuse
- arranging another place they can do their work instead of at home
- being flexible around working hours
- time off, for example to attend support appointments
- helping the person get other appropriate support

Employers should consider having a domestic abuse policy. They should develop it in consultation with employees and any trade union or employee representatives.

The policy should set out:

- a clear commitment to taking the issue seriously
- common signs of domestic abuse
- the support available for employees and managers

All employees should be made aware of the policy and be able to access it.

Employers can download:

- [managing and supporting employees experiencing domestic abuse on the CIPD website](#)
- [a domestic abuse toolkit for employers on the Business in the Community \(BITC\) website](#)

Help and support

You can find more [guidance on domestic abuse from GOV.UK](#).

People experiencing or perpetrating domestic abuse can contact organisations including:

- [Refuge](#) – national domestic abuse charity, also provides a 24-hour helpline
- [Women's Aid](#) – domestic abuse support for women and children
- [Mens' Advice Line](#) – domestic abuse support for men
- [Respect](#) – provides help for perpetrators
- [Galop](#) – LGBT+ anti-violence charity

The [Bright Sky app](#) is for anyone who's experiencing domestic abuse or is worried about someone else.

Employers can get advice from:

- [Hestia](#) – Respond to Abuse app and advice line
- [Employers' Initiative on Domestic Abuse \(EIDA\)](#)

More about working from home and hybrid working

Find out more about:

- [requesting home or hybrid working](#)
- [home and hybrid working policies](#)
- [managing staff who work from home](#)