



VINTAGE CLOTHING LOVER?

DOTING GRANDMOTHER?

VICTIM OF 20 YEARS ABUSE?

### What is Domestic Violence?

Domestic violence is the abuse of one partner within an intimate relationship. It is the repeated, random and habitual use of intimidation to control a partner – it is emotional, financial, psychological, and physical. It includes stalking, FGM and honour based violence as well as elder abuse. **Not all domestic violence involve fists.**

### Help is closer than you think.

If this sounds familiar and you would like to speak with someone, there is a range of safe and confidential support available. Within the Ministry of Defence you can talk to your line manager in confidence.



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PROGRAMME MANAGER

VINTAGE CAR ENTHUSIAST?

VICTIM OF EMOTIONAL ABUSE?

### Who is affected by Domestic Violence?

Both women and men are affected by domestic violence. Domestic violence does not discriminate, it occurs irrespective of age, gender, race, sexual orientation, wealth, educational background or geography. In 2011, over 1.2 million women and 800,000 men in the UK experienced domestic violence in some form.

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LIFE AND SOUL OF THE PARTY?

HAPPY GO LUCKY?

STALKED BY EX-BOYFRIEND?

### How large is the issue of Domestic Violence?

1 in 4 women, 1 in 6 men endure domestic violence in their lifetime and over 800,000 children witness it in their own homes. The figures speak for themselves. 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 domestic violence. 75% of people who endure domestic violence are also targeted at work.

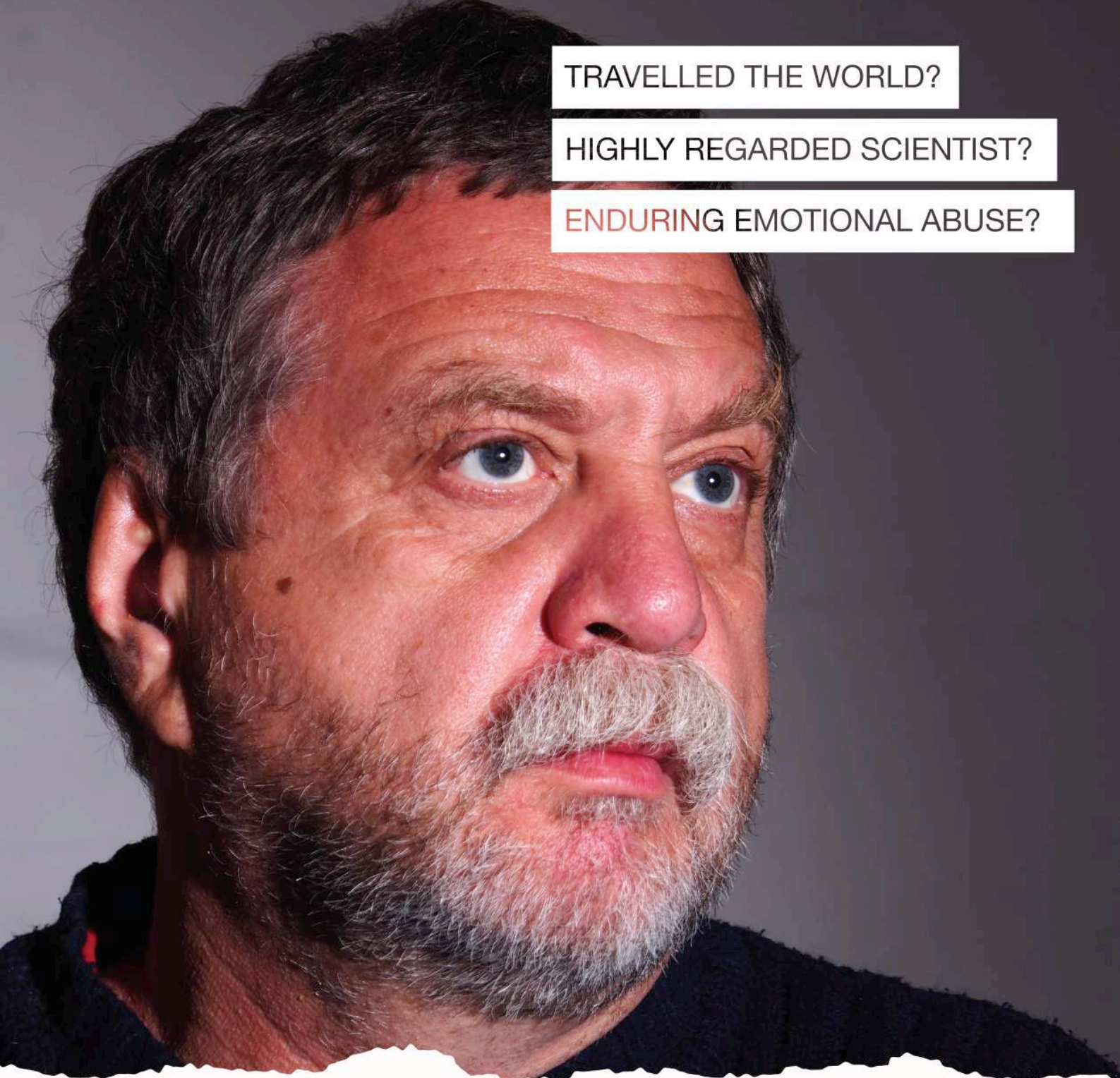
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TRAVELLED THE WORLD?

HIGHLY REGARDED SCIENTIST?

ENDURING EMOTIONAL ABUSE?

### What is emotional abuse?

Emotional abuse is the systematic psychological power and control of one person over another. The perpetrator takes away all decisions of the person who endures, undermines all aspects of confidence and personal identity – the person does not believe in themselves and often describes this as feeling like a shell, soul-less or numb. It is so hard to identify but this has serious long term effects on a person. It is telling someone they are worthless, that no one will love them, that they are ugly and worse.

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SPIDER PHOBIA?

DAYDREAMER?

FRIEND OF THE YEAR?

### Role of family and friends.

Family and friends can support the person who has witnessed, endured and even perpetrated violence by listening and offering subtle support and even real action to the person. Family and friends can often help influence decisions but are also very frightening to the person who is enduring abuse, for if it is often thought of as a “shameful secret”.

If you know or suspect that a family member, friend or work colleague is experiencing domestic violence, it may be difficult to know what to do. It can be very upsetting that someone is hurting a person you care about.

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OXFORD GRADUATE?

PLAYS FOOTBALL ON WEEKENDS?

VICTIM OF FINANCIAL BLACKMAIL?

### What is financial abuse?

Financial abuse is the power and control over all aspects of finances, from controlling the purse strings, racking up debt in the person's name, withholding child support unless the person does what they want, destroying the credit of the person or stealing money.

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PLAYFUL MOTHER OF TWO?

BIG TAKE THAT FAN?

VICTIM OF DOMESTIC ABUSE?

### Help is out there.

People often feel they are alone, it is part of what the perpetrator wants them to feel. There are people who are there to walk with the person who is enduring and who can be part of the decision for the person who is enduring not to live in abject terror day in and day out but it has to be the decision of the person who is enduring the violence. It is about breaking the water and coming up for air and reaching for help. There are people who are trained to recognise, react, respond, reassure and refer to places for people to get help. Help doesn't always look the same and can include many different people and places so you are never far from a helping hand.

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CREATIVE MODERN ARTIST?

FREE SPIRIT?

RECOGNISED A FRIEND IN NEED?

### Bystander intervention.

Domestic violence is frightening. If you've witnessed an incident of abuse, or if you suspect a friend is experiencing violence at home, finding a supportive way to get involved may seem overwhelming. We may fear that our instincts are wrong, that we're being nosy, or that we're unqualified to intervene. These are all valid emotional responses to witnessing violence that make it hard to speak up against violence. While anyone can be a bystander, an active bystander is one who recognizes a problem and decides to intervene in a way that feels safe and appropriate for him or her. No two interventions will look the same, because there is no "right way" to be an active bystander.

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ANIMAL LOVER?

A GOOD LISTENER?

SPOTTED THE WARNING SIGNS?

### Line managers.

A line manager is in prime position to spot the warning signs of domestic violence, looking out for: increased absenteeism, presenteeism, lateness, decreased performance, sustained changes in behaviour or changes in schedule. Are they: becoming increasingly isolated, receiving an unusual number of calls or text messages, receiving disruptive personal visits, wearing heavier make-up or becoming hyper vigilant? By recognising the warning signs, a good line manager can gently work with the person who is enduring to build up their confidence and trust and ultimately refer the person who is enduring to services and places of help. It is walking with the person and early intervention that is key.

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PLAYS THE SAXOPHONE?

THEATRE GOER?

CLINICALLY DEPRESSED?

### The impact of domestic violence on health.

Domestic violence can have an enormous effect on your mental health. It is now well accepted that abuse (both in childhood and in adult life) is often the main factor in the development of depression, anxiety and other mental health disorders, and may lead to sleep disturbances, self-harm, suicide and attempted suicide, eating disorders and substance misuse. The statistics speak for themselves. Abused women are at least three times more likely to experience depression or anxiety disorders than other women. One-third of all female suicide attempts and half of those by Black and ethnic minority women can be attributed to past or current experiences of domestic violence. Women who use mental health services are much more likely to have experienced domestic violence than women in the general population.

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THE OFFICE JOKER?

WEARS ODD SOCKS EVERY DAY?

BOGGLED BY FINANCE?

### The cost of domestic violence to the public sector.

In England the estimated total costs of domestic violence are £5.5bn which comprises:

- £1.6bn for physical and mental health costs
- £1.2bn in criminal justice costs
- £268m in social services costs
- £185.7m in housing and refuge costs
- £366.7m in civil legal costs
- £1.9bn in lost economic output, impact to workplaces

The highest total costs in England are in the following areas:

- London (£918m)
- South east (£872.6m)
- North west (£720m)
- East of England (£590.5m)

In addition, the human and emotional costs in England are estimated to be almost £26m per day.

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PRETTY LITTLE PRINCESS?

THE SPITTING IMAGE OF DADDY?

ONLY FRIEND IS A RIPPED TEDDY?

### The impact to children.

Between 750,000 and 900,000 children witness domestic violence every year in this country. It will impact them for life. Children can experience both short and long term cognitive, behavioural and emotional effects as a result of witnessing domestic abuse. Each child will respond differently to trauma and some may be resilient and not exhibit any negative effects. Children's responses to the trauma of witnessing domestic violence may vary according to a multitude of factors including age, race, sex and stage of development. Confidential support for children and young people is available at [www.thehideout.org.uk](http://www.thehideout.org.uk).

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A FAMILY GIRL?

A PASSION FOR SEWING?

PUTS ON A BRAVE FACE?

### Domestic violence and minority communities.

Domestic violence affects women from all ethnic groups, and there is no evidence to suggest that women from some ethnic or cultural communities are any more at risk than others. However, the form the abuse takes may vary; in some communities, for example, domestic violence may be perpetrated by extended family members, or it may include forced marriage, or female genital mutilation. Women from Black or minority ethnic communities may also be more isolated, or may have to overcome religious and cultural pressures, and they may be afraid of bringing shame onto their 'family honour'.

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A DEDICATED EMPLOYEE?

A LOYAL FRIEND

OFFICE SOCIAL SECRETARY?

### What is Public Health England doing to combat Domestic Violence?

PHE is dedicated to bringing the epidemic out of the shadows. We are working over the next several months on activities which we hope will impact the lives of our employees and public health policy. Below is a brief listing of our activities

- Holistic Wrap Around Service Linked to Health and Wellbeing
- Three distinct areas
- Internal practitioners
- Internal employees & stakeholders
- External stakeholders
- Key is working with Human Resources and Wellbeing
- Audit of policies and recommendation
- Training – webinars, teleconferences, awareness meetings with HW
- Communications – 16 days of action
- Tweets, posters and blogs
- External Stakeholders
- PHE, DH, NHSE, HEE Roundtable
- Stakeholder Roundtable
- Events
- Signing the Public Health Responsibility Deal Pledge on Domestic Violence

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