

PLEDGE CASE STUDY 1

16 DAYS OF ACTION AGAINST DOMESTIC VIOLENCE

Public Health England is an executive agency of the Department of Health with 5,600 staff working in a landscape of over 100 laboratory and administrative sites across England. Our mission is to protect and improve the nation's health and to address inequalities.

In November 2013 we signed the Public Health Responsibility Deal Pledge on Domestic Violence and became a member of The Corporate Alliance. We have a policy implementation function strand linked to domestic violence and so this is very much part of our approach to practicing what we preach.

Over our first 18 months we have undertaken a range of actions to increase awareness and understanding of domestic violence among our staff, ensuring that line managers respond appropriately, advocating the support available from HR and occupational health and upholding clear and coherent policies.

We worked with The Corporate Alliance to audit our internal policies and adjust them to ensure that support would be timely and appropriate. We are reviewing our relocation policy to consider access for those at risk of violence at home, particularly if they are home workers, and considering the development of a specific violence policy.

Over the 16 Days of Action in 2013, we ran an internal and external awareness campaign using Twitter, posters, our internal newsletter and Yammer site and our public blog to raise awareness of domestic violence. We continued to promote awareness throughout the year, using other levers such as Black History month or LGBT History

Month to highlight different aspects of domestic violence to our staff.

Our final strand of work has been to provide training for specific groups of staff. Our network of 150 Workplace Wellbeing Champions have been given awareness training and our occupational health and HR teams have had enhanced training to respond to disclosure. We have also developed a series of internal videos and briefings to support line managers to respond to disclosure.

We've done this because it is the right thing to do and also makes business sense. People living with violence cannot achieve their potential, though work is one of the few places that they may be able to feel safe and reach out for help. When they do, we need to be ready to respond effectively and appropriately.



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