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TRAINING

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Cymorth i Ferched Cymru
Welsh Women's Aid

Corporate Training Package

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For more information please go to www.welshwomensaid.org.uk.

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Empower your team

Transforming the workplace through training to prevent and tackle violence against women, domestic abuse and sexual violence (VAWDASV).

In today's corporate landscape, fostering a safe and supportive work environment extends beyond professional development and productivity. Within your organisation it's likely there are employees who have experienced, or are experiencing, some form of domestic abuse or sexual violence outside of work. The trauma caused by domestic abuse and sexual violence can have significant and long-term effects on anyone who experiences it. Regardless of where the abuse occurred, or when, this can impact all areas of the victim's life, including their employment.

Our tailored training programme equips your workforce with the knowledge and skills to effectively support those affected by different forms of VAWDASV. We use a blended approach, so training is delivered through in-person sessions, live digital webinars and self-paced eLearning. Join us in creating a workplace culture of empathy, understanding, and proactive intervention.

Facts about Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

- 1 in 4 women experience domestic abuse in their lifetime.
- 1 in 6 men experience domestic abuse in their lifetime.
- Over 23% of adults have experienced rape or sexual abuse.

Statistics about VAWDASV & the Workplace

- Up to 75% of those experiencing domestic abuse are targeted at work (Business in the Community, 2021)
- An international study from KPMG commissioned by Vodafone estimates the direct cost of domestic abuse to business' bottom line as £316 million a year due to decreased productivity, time off work, lost wages and sick pay. It can have an adverse impact on staff morale, as well as an organisation's image and reputation.



- McKinsey (2016) found that ensuring gender equality in UK workplaces has the potential to add an extra £150 billion to business-as-usual gross domestic product (GDP) forecasts in 2025 and could translate into 840,000 additional female workers.
- Research by the TUC highlighted that over 40% of those who had experienced domestic abuse were prevented from getting to work by their abuser, most commonly through physical violence or restraint (72%) followed by threats (68%). (TUC, 2014)

Sexual Harassment: No Grey Area Report Statistics, WWA, 2021

In 2021 Welsh Women's Aid carried out a survey on workplace sexual harassment. The [phase one](#) report focused solely on workplace sexual harassment and the [phase two](#) in 2025 contains examples of sexual harassment.

- 4 in 5 women in Wales have been subjected to some form of workplace sexual harassment.
- 72% said they had been subjected to sexual harassment from more than one person in the workplace.
- 60% said they had been subjected to unwanted physical touch (sexual assault) at work.
- The most common form of sexual harassment reported (82%) were 'comments of a sexual nature that made you feel uncomfortable'
- Under the Equality Act (2010) and the Health & Safety at Work Act 1974, employers have a duty to take reasonable care for the health and safety of their employees. Preventing and responding effectively to domestic abuse and sexual harassment is an integral part of this.
- Despite this, research commissioned by the Vodafone Foundation and carried out by Opinium in 2019, revealed a disconnect between what is happening to employees and how employers respond: 86% of companies believe they have a duty of care towards domestic abuse victims. But only 5% have introduced a specific policy or guideline on the issue.

The training offer

Understanding Domestic Abuse in the Workplace



The course is essential for equipping all staff in the organisation with knowledge and skills to recognise signs of domestic abuse, offer appropriate support, and refer affected individuals to available resources. The training will increase awareness of the prevalence, dynamics, and impact of domestic abuse, including coercive controlling behaviour, with a focus on economic abuse and the additional adverse impact of domestic abuse on survivors seeking, or in, employment as well as the organisation they work for. This course will also explore how the transformation in working styles because of the Covid-19 pandemic has changed the way perpetrators carry out their abuse and the additional impact this has on survivors and workplaces. By the end of this course, you will know how to ask a colleague about suspected abuse and how to respond effectively to disclosures.



Learning objectives:

- Understand the prevalence and causes of domestic abuse.
- Understand the dynamics of domestic abuse.
- Understand the widespread impact of economic abuse on survivors seeking, or in, employment as well as the organisation they work for.
- Increased capacity and ability to identify domestic abuse at work.
- Develop the skills and confidence to ask a colleague if they are being subjected to abuse.
- Understand how to respond to disclosures of abuse in a trauma informed manner.
- Understand your responsibilities under information sharing and data protection protocols.
- Know the support services available locally and nationally, including the workplace domestic abuse champion, and how to refer and signpost into them.



Half day or full day session

Domestic Abuse Workplace Champions



The Domestic Abuse Workplace Champion course is designed for managers and supervisors who play a pivotal role in creating a safe and supportive workplace environment. Participants will gain insights into identifying signs of domestic abuse, implementing workplace policies, and supporting affected employees.

The role and responsibilities of a Domestic Abuse Workplace Champion are:

- To be a point of contact for their organisation for information relating to Domestic Abuse.
- Raise awareness and enhance the overall level of knowledge of Domestic Abuse within their organisation.
- Ensure up to date and accessible information is available in relation to support services for survivors.



Learning objectives:

- Understand the Domestic Abuse Champion Role.
- Understand domestic abuse prevention strategies for employers.
- Managing disclosures of domestic abuse using a trauma informed, needs led, strengths-based approach.
- Understand common excuses for abusive behaviour and managing interactions with perpetrators in the workplace.
- Understand risk, risk assessment and safety planning in the workplace.



Half day session

Recognising and Responding to Workplace Sexual Harassment

i To support employers and employees to gain a greater understanding of what workplace sexual harassment is, the impact of that harassment, steps you can take to prevent it from occurring by creating a positive and equal workplace culture, how to be an active bystander, and to build your skills to support survivors of sexual harassment post-disclosure.



Learning objectives:

- Increased capacity and ability to identify sexual harassment in the workplace.
- Understand the impact of sexual harassment.
- Understand the most effective ways to prevent sexual harassment.
- Enhanced knowledge, skills, and confidence to respond effectively to sexual harassment.



2 hour session

A version of this course has been tailored to be delivered specifically to managers.

If you are interested in any of these training courses, or would like to discuss costs, please contact us at training@welshwomensaid.org.uk



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