



All-Party Parliamentary Group on
Domestic Violence and Abuse

women's aid
until women & children are safe

Minutes of the APPG on Domestic Violence and Abuse Meeting **'How Employers Can Support Survivors of Domestic Abuse in the Workplace'**

Monday 11th November 2024, 14:00-15:30

Hybrid Meeting

Chair: Apsana Begum, MP

The Employment Rights Bill is progressing through Parliament and has recently finished the Second Reading in the House of Commons. The Bill marks an opportunity to improve support for survivors of domestic abuse through legislative changes to their rights as employees.

In this APPG meeting, Members discussed how robust workplace policies can enable survivors to access the right support at the right time. In October 2018, the APPG met to discuss barriers for survivors maintaining employment. This meeting also addressed what progress has been made by employers, and what still needs to change in light of current guidance and potential legislative changes.

The meeting was chaired by Apsana Begum MP with Baroness Sal Brinton, Jess Asato MP, Baroness Pauline Bryan and Lord Simon Russell in attendance.

Apsana Begum MP

Apsana welcomed everyone to the meeting, both in person and online, and explained that this is the first meeting of the APPG under the new Government. She outlined it would begin with the election of Officers before moving on to the topical discussion. She explained that the APPG for Domestic Violence and Abuse was set up as a forum to work with parliamentarians on the issue of domestic abuse and to facilitate engagement between organisations, academics, commissioners and leaders in the violence against women space and key decision makers.

Apsana began with the election of Officers beginning with herself, Apsana Begum MP as Chair (seconded by Jess Asato MP), followed by Baroness Gabrielle Bertin to be Co-Chair

(seconded by Baroness Sarah Brinton), Baroness Ruth Lister to be an Officer (seconded by Baroness Pauline Bryan & Lord Simon Russell), and Jess Asato MP to be an Officer (seconded by Baroness Pauline Bryan).

Apsana confirmed with the Group that the income expenditure is Nil and the Group is below the £12,500 threshold of money received in the reporting year, and that Members are happy for Women's Aid to continue as the Group's Secretariat.

Apsana thanked people in the room and online for being present for the votes and moved on to introduce the topical discussion.

Apsana noted that the matter of employment support for domestic abuse survivors is particularly important now as the Employment Rights Bill progresses through Parliament; and that she was pleased to have raised this issue at the Second Reading of the Bill and hopes that it will continue to be discussed and considered.

Apsana welcomed the panel of speakers thanking them for coming to share their diverse expertise and first invites a survivor of domestic abuse to speak.

Zlata, a survivor of domestic abuse

Zlata spoke about her experience fleeing domestic abuse with her two year old daughter and without stable employment. Zlata recounted how when she fled in the middle of the night with the help of police all she could think was "what do we do now".

Zlata explained that she is now an entrepreneur with her own tailoring business in central London. Adding that she wanted to create a space where other survivors could feel safe to come and to learn skills that could one day help them to also flee, with the knowledge that they would have a trade to rely on.

Zlata emphasised that beyond the economic instability of escaping abuse, survivors are so often also mentally destroyed and do not believe in themselves. She added that before any of the logistics of searching for employment can begin, survivors must first be supported to believe in themselves again.

Zlata highlighted the work that the UK Government has done to support and integrate refugees from Ukraine by finding host families and assisting with basic needs such as documentation; she noted that the reality of fleeing domestic abuse is very similar and similar provisions should be in place, that recognise the full scope of the upheaval to a survivors circumstances when she decides to flee. She noted that we all know to call 999 in

the case of an emergency and that we should be taught, with the same urgency, who to call when we are being abused.

She then highlighted some practical ways that the Government and employers could support survivors of domestic abuse to get back in to work, including by helping with the job search and preparing CVs, collaborating with thrift stores and nurseries so that survivors can have clothes and childcare to attend interviews, and offering crucial mental health support to address anxieties and self-esteem and give survivors the best chance of finding employment.

Zlata shared a timeline of events from fleeing to secure employment that would she felt would best support other survivors:

1. The survivor, who is planning to escape, calls a dedicated support number and is connected with a hosting family where they can flee to.
2. A support worker contacts the survivor to discuss what work would be suitable, what skills they may already have, and what training they might be able to support with for free.
3. The survivor is assigned a case team that includes a mental health specialist, who specialises in domestic abuse and the unique needs of the survivor (i.e immigration); an immigration attorney if needed; a family attorney if needed; employment support specialist.
4. The survivor is provided access to free training, free clothes for interviews, and free childcare for interviews and to support with the transition into work.
5. The survivor has regular check ins with a member of the case team to ensure things are going well and have the opportunity to ask for/identify where extra support can be provided.
6. Survivors should have access to all financial support available to them regardless of their immigration status.

Zlata noted that the last point is particularly important, as from her own experiences, she discovered that there is no financial support available to survivors who are immigrants on dependant visas. She also finished up by reminding of the importance of training for employers on domestic abuse, reminding the Group that often employers understanding is limited and they do not fully grasp the reach of abuse, particularly psychologically; she noted that educating employers could foster compassion, empathy and more supportive environments where survivors feel more able to flee confidently.

Zlata finished by remarking that no person should feel afraid to do what they know is right for themselves and their children and called on the Government to prepare a solid foundation for survivors in search of escape, to mitigate fear and be a powerful ally to them.

Apsana Begum MP

Apsana thanked Zlata for her contribution and invited Nikki Pound to speak.

Nikki Pound, Policy Officer for Women's Equality, Trade Union Congress (TUC)

Nikki thanked the Group for her invitation and introduction and to Zlata for her powerful contribution. Nikki outlined that she will be talking about the employer-to-employee relationship but noted the importance of thinking about the whole workforce, including those who are not traditional employees. Nikki then began by outlining the findings from TUC's Equality Audit for this year, which found that:

- 36% of reps surveyed told us their workplace had a domestic abuse policy in place, 21% said their workplace did not.
- 42% of reps who said their employer had a policy in place worked in the public section and 20 per cent in the private sector.
- 58% said there had been changes to the union's bargaining priorities in the last four years. The most common areas for new or renewed emphasis are menopause, sexual harassment, domestic abuse, support for disabled workers, equal pay and pay audits to identify ethnicity and disability pay gaps.

Nikki highlighted some Union partners that have sought to put support for staff facing domestic abuse on the negotiating agenda by: setting out the types of behaviour that constitutes domestic abuse, why it is a trade union issue and employers' responsibilities to action, and by developing a model policy. Nikki also shared that there has also been some progress where unions have reached agreements, such as Unite with the University of Bath, which now offers a range of support including allowing affected staff to seek support from external organisations, including legal support, during work time; and Usdaw, which has reached agreements with several large employers including Sainsbury's, Argos, Poundland and food manufacturer, Pladis. The Pladis agreement includes five days paid support to enable affected staff to address issues such as attending court, medical or legal appointments or to seek safer accommodation.

TUC has recently provided training for Union Representatives on domestic abuse, finding that they are well placed as a first point of contact for survivors. TUC ran a pilot with Union Representatives from across their affiliates working with a Domestic Abuse charity to

deliver training to reps on how to support people in the workplace in a trauma informed way. Many of the affiliate unions have continued with this training.

Nikki then highlighted some recent research from Dr. Niels Blom and Vanessa Gash, DPhil, City, University of London on intimate partner violence and job loss and time off work in the UK (March 2024), which found that:

- 3.6% of those who experienced intimate partner violence lost their jobs given the abuse
- 10.5% of those who experienced intimate partner violence took a period of leave from work
- The risks of job loss were similar for all five forms of intimate partner violence examined

Alongside TUC 2014 research which found that:

- Over one in ten said the violence continued in the workplace.
- 81% said this was through harassing or abusive emails or phone calls.
- For nearly half, the abuse took the form of their partner turning up at their workplace or stalking them outside their workplace.
- 86% said it impacted their performance at work and over half said they had to take time off.

Nikki shared that the TUC is in discussion with colleagues at the University of London on how they could work together to update their research.

Nikki concluded by outlining what TUC would like to see in the Employment Rights Bill, including that TUC supports a policy for paid domestic abuse leave as an overall goal and will work with the government and partners to support the best route to implementing this. Nikki highlighted that paid leave is an important ask because it starts the conversation on what support looks like for survivors and achieving this as a statutory right will kick start a broader cultural change of open conversation about domestic abuse and work. TUC are also working for the existing workplace policy in the Domestic Abuse Act to be strengthened, making the current guidance on regulations and steps employers should be taking in the workplace statutory. Overall, TUC would like the changes implemented to lay the groundwork for long-term support for survivors, that understands the nuances of domestic abuse and how this affects all areas of business.

Apsana Begum MP

Apsana thanked Nikki for their contribution and invited Susan Bright to speak.

Susan Bright, CEO of Employers' Initiative on Domestic Abuse (EIDA)

Susan thanked the Group for her invitation and introduction and Zlata for her powerful contribution. Susan began by outlining how EIDA builds and shares best practice among its membership of around 1,800 employers, collectively employing more than 25% of the UK's workforce.

Susan shared that there are four key principles to build and share best practice on tackling domestic abuse in the workplace:

1. Raising awareness with employers about the nature and prevalence of domestic abuse, the cost to business, and that employers have a legal responsibility to support employees impacted by domestic abuse.
2. Providing the tools an employer needs to take effective action. Importantly, this includes a completely new EIDA Handbook published in May this year. This is a comprehensive step by step guide for employers on how to introduce and embed an effective domestic abuse response. There is a version for large businesses and one for SMEs. The Handbook is accompanied by a template domestic abuse policy, various case studies, and a series of guides for line managers and others. EIDA had input from those with lived experience, domestic abuse experts and employers.
3. Bringing employers together to learn from each other and develop further resources from those discussions by holding regular webinars, roundtable discussions and in person meetings. Recent resources include guidance on dealing with employees who are perpetrators of domestic abuse, and a language guide for employers.
4. Working with government, partners and academics to develop best practice and to champion change.

Susan noted that all EIDA's work is informed by Experts by Experience, or 'Ambassadors' and that EIDA recognises that while domestic abuse is a gendered crime, people can be victims irrespective of their gender. Employers should therefore adopt an inclusive response to domestic abuse that recognises anyone can be impacted.

Membership of EIDA is free, giving access to resources and events. EIDA is funded by a small group of members (16 Beacon members and a growing number of Strategic Partners) and some funding from trusts and foundations and has low running costs to operate.

Susan highlighted the importance of getting senior leadership buy-in for domestic abuse policies and training, to smooth the process and to ensure that support is ready when survivors come forward. Susan shared that EIDA is often approached by a survivor who wants their employer to introduce a policy and EIDA have therefore developed a template business case which organisations can adapt and use to seek management approval to put an effective domestic abuse response in place.

Susan shared that she finds that the main reasons employers have not yet engaged on the issue is that they do not understand what domestic abuse is; how prevalent it is; how it impacts on their business; or that they have legal responsibilities to their employees impacted by domestic abuse. In some cases, employers are concerned that introducing a policy could imply that there is an issue among their workforce; in these cases, EIDA asks for the support of existing members to demonstrate the positive impact of introducing domestic abuse policies, EIDA fosters peer support between employers.

Susan shared that in her previous role as UK Managing Partner at Hogan Lovells, she led the introduction of the firm's domestic abuse response and has first-hand experience as a business leader that improving the workplace response directly improves and saves lives. Susan emphasised that she believes it is vitally important for employers to have a written policy or guidance setting out the support available and how employees can access it adding that people experiencing domestic abuse have often been controlled and will only come forward to seek help if they know what will happen to them. Susan shared that organisations will sometimes say that they will support survivors who come forward without the need for a policy, but that this is not enough. She believes an effective domestic abuse response includes a well-publicised written policy or guidance, setting out what domestic abuse is, the support available internally, information about external specialist support, tells people who in the business to contact and sets out the employer's approach towards those who perpetrate domestic abuse. An inclusive domestic abuse response will have positive impacts on survivors including removing feelings of shame or stigma and being believed. The benefits extend to colleagues who have not personally experienced domestic abuse but who become better equipped to support others.

Susan emphasised that employers are not expected to become experts in domestic abuse, but that at EIDA they encourage employers to use the 'Three R framework': Recognise the signs of domestic abuse, Respond appropriately by listening to and supporting the individual; Refer to support, whether internal or external to the organisation.

Susan outlined the statutory guidance accompanying the Domestic Abuse Act 2021 (para 406) which sets out that employers have a duty of care to their employees, which includes considering the impact of domestic abuse on their employees. She commented that many responsible employers are responding to the encouragement in the guidance, however, there are many other employers who remain unaware of their responsibilities. Susan shared that EIDA is calling for the Government to put the current guidance to employers onto a statutory footing, by adding to the Employment Rights Bill a statutory obligation for all employers to take reasonable steps to support their employees impacted by domestic abuse. This could include specifying the steps that are to be regarded as reasonable, including a requirement to have a written domestic abuse policy or guidance, appropriate training for staff, flexible working arrangements and other support for people to deal with the impacts of domestic abuse.

Susan concluded by remarking that these changes would improve lives, help more people to remain in work, and increase our country's productivity, noting that if we can harness the power of employers as part of a joined-up response to domestic abuse, the benefits to individuals, business, society and the economy would be immense.

Apsana Begum MP

Apsana thanked Susan for their contribution and invited Rufsana Begum to speak.

Rufsana Begum, Director of People, Culture and Equity, Women's Aid

Rufsana thanked Apsana for the introduction and Zlata for her powerful contribution and the other speakers for their contributions. Rufsana then emphasised the importance of recognising domestic abuse as a workplace issue, noting that given the high prevalence of domestic abuse, almost all organisations in the UK will have survivors in their workforce – whether they know it or not. Rufsana noted that, as has been discussed today, employers have a duty of care to safeguard their staff, as well as a responsibility to create environments where women feel safe and supported.

Rufsana then highlighted the reality of job insecurities for many survivors, noting that many are currently having to leave their jobs, whether because of the abuse itself or of the logistics of fleeing the perpetrator. This cuts survivors off from a vital source of income, making it even harder for them to find safety. Rufsana highlighted that most survivors are subject to economic abuse. For many, this can include employment sabotage by refusing to allow the survivor to work or damaging her work equipment or clothes. Rufsana outlined how this abuse can also show through survivors' attendance and performance at work. If the workplace is not equipped to recognise and respond well to abuse, the employee can

find themselves being disciplined or even dismissed, which can be particularly distressing for survivors who have to consider childcare. In addition to the impact on survivors, Rufsana highlighted that domestic abuse also costs employers in terms of performance, productivity and turn over. In 2017, it is estimated that around £14 billion was lost as a result of time off work and reduced productivity due to domestic abuse.

Rufsana emphasised that when someone experiences abuse, their workplace may be their only safe place, and as such organisations need to have the right policies, training and provisions in place to support those who need it. Research by the Vodafone Foundation in 2019 found that only 5% of employers have a domestic abuse policy in place.

Rufsana then highlighted the work that Women's Aid does with organisations to develop and co-create a new domestic abuse policy or review existing policies, ensuring they are in line with best practice and government guidance. Rufsana emphasised that while workplace domestic abuse policies are essential, they are only the starting point. These policies are meaningless in workplaces without procedure and training, including on trauma-informed approaches and appropriate signposting to resources. Proper training would demonstrate employers' commitment to taking domestic abuse seriously and removing the taboo around the subject in the workplace.

Rufsana highlighted recent work at Women's Aid with Mastercard to create a new domestic abuse policy, and work to develop a managers guide that sits alongside the overall policy. Women's Aid also worked alongside leadership at Mastercard to ensure that the policy was integrated fully and worked well with existing policies and considered all types of violence against women and girls. The policy and guidance included:

- A domestic abuse overview
- Scope of policy and language
- Responsibilities of managers, colleagues and HR
- Disclosures and confidentiality
- Practical support for survivors - leave entitlement, work flexibility, safety measures and planning, mental health support, financial support, and employee assistance fund
- Signposting resources
- 'Managers Guide' with practical support to managers who may be supporting survivors of domestic abuse, and a safeguarding flow chart for managers to help them identify risks and the best action to take.

Rufsana concluded that the responsibility to support survivors in workplaces does not just sit with their employer and that action from the Government is also needed. Women's Aid are hoping to secure paid leave for survivors in the upcoming Employment Rights Bill. Paid domestic abuse leave is already offered in many countries around the world, including the Republic of Ireland, Northern Ireland, New Zealand, Australia, Canada, many US states and the Philippines. An increasing number of UK organisations are also offering paid domestic abuse leave.

Apsana Begum MP

Apsana thanked Rufsana for their contribution and opened the discussion up to questions from the room and online.

Discussion

- Baroness Brinton raised the point of coercive control and stalking asking for the Group to take account of these when considering what amends to propose to the Employment Rights Bill or the Domestic Abuse Act
- Lord Russell asked if the Group covered the entirety of the UK and if they are across the context in Northern Ireland.
- Apsana Begum MP (Chair) responded that in relation to Women's Aid's work as the Secretariat that the Group generally covers policies related to England although the Group is not restricted and it would depend on the scope of the policies in question.
Apsana thanked Lord Russell for raising the point and noted that there is more work to be done to on how the Group is staying in touch with the developments in the devolved nations.
- **Baroness Brinton suggested that the Group could reach out to Northern Ireland colleagues about a topical meeting.**
- Nikki Pound (TUC) returned to Baroness Brinton's earlier point on stalking, noting that from the TUC research one of the most common behaviours reported is a perpetrator showing up at the workplace and that the Group could look into ensuring that restraining orders are extended to workplaces and how workplaces can support the enforcement of this. Nikki also added that it's critical we push for change to impact all employers equally otherwise progress is likely to be quite slow.
- Jess Asato MP (Officer) thanked the Group for the discussion so far and shared that she is delighted to be joining as an Officer. She raised that the Groups work must always put Experts By Experience at the forefront and thanked the survivor for her contributions. Jess asked what plans EIDA and Women's Aid have in place already relating to amends for the Employment Rights Bill and offered to help take plans

forward in Parliament. Jess commented that it will be important to make the case that this is also core to business issues economic impact.

- Susan Bright (EIDA) agreed that the Group should raise the importance of this as a business issue.
- **Jess Asato MP (Officer) noted that she is working closely with individual Chambers of Commerce and would be happy to organise something jointly with businesses in Suffolk.**
- Nikki Pound (TUC) agreed that domestic abuse should sit across all of an employers policy areas and that TUC is looking at the role of Health and Safety Enforcers in the workplace in terms of who is best placed to provide support.
- **Apsana Begum MP (Chair) thanked everyone for their comments and agreed that the Group will liaise with those who have expressed interest to look at the timeline for the Employment Rights Bill and work on amends together.**
- Rufsana Begum (Women's Aid) commented that the Group should make the case for what money could be saved by domestic abuse policies.
- Lord Russell asked if the Group was liaising with the Domestic Abuse Commissioner and that he thinks this is important.
- Apsana Begum MP (Chair) said that the Group has not yet been in contact with the Domestic Abuse Commissioner on this issue but thanked Lord Russell for the suggestion to do so. Apsana then opened the discussion up to questions from the online attendees:
 - "Whether the TUC has looked at perpetrators in the workplace and best ways to tackle for employers and where to sign post is any employer has concerns about their own behaviours"
 - "What opportunities to parliamentarians attending think there are for addressing some of the issues covered today in the upcoming employment rights bill?"
 - "I'm aware there are currently no protections for unpaid workers and volunteers with bullying and harassment and sickness in the workplace, even if the role involves substantial responsibility and hours. Could this be addressed in parliament?"
 - "Does the CIPD promote domestic abuse issues amongst HR professionals?"
- Susan Bright (EIDA) replied that EIDA do work with HR professionals and that on the point of perpetrators in the workplace EIDA held an event with Jess Phillips MP, Safeguarding Minister recently which discussed the challenge of what to do when there's a perpetrator in the workplace. Adding that Respect provide some frameworks for this issue but there should be more available to support employers.

- Jess Asato MP (Officer) added that she believes the EIDA toolkit is the most used and does include a section on employer response to perpetrators. Jess added that in her role at the children's charity Bernado's she couldn't find templates that were approved by both the specialist sector and the business community.
- Apsana Begum MP (Chair) read out the following questions from online:
 - "Could the speakers say more about the role and responsibility of employers who are perpetrators? Both it might directly relate to their but also bringing the employer into disrepute?"
 - "Is all types of abuse recognised within the workplace, for emotional, sexual, financial, CCB. In the past these have not been acknowledged as real issues to warrant understanding or time off. I know laws are different now but has it changed in the workplace?"
 - "Can the speakers say more about how this might link with those survivors or perpetrators who work in regulated professions"
- Susan Bright (EIDA) responded that this something that in her experience employers consider to be a risk but if domestic abuse policies are 'hooked in' to all other policies at the workplace, then this can mitigate that worry. This approach is also essential for helping employers know how to establish a code of conduct when behaviours of a perpetrator might be present.
- Rufsana Begum (Women's Aid) added that codes of conduct need to be make explicit what workplace behaviours are acceptable and have clear pathways forwards while prioritising the safety of survivors.
- Susan Bright (EIDA) added that often in examples where a survivor and perpetrator work in the same place the survivor doesn't want the perpetrator to lose their job because that could cause more problems at home.
- Apsana Begum MP (Chair) introduced the next set of questions:
 - "Are access needs being considered? E.g. deaf victims need BSL interpreters for appointments, however, we often find that BSL interpreters are not booked, resulting in the need for additional appointments and further time off"
 - "Technology is playing an increasing role in facilitating domestic abuse, particularly in terms of stalking and surveillance (e.g. through smart devices and shared devices) what role can employers and the Employment Rights Bill play to prevent tech facilitated abuse?"
 - "Could we hear more about supporting survivors who are technically 'self employed' but would still be in workplace type environments (such as barristers)

- “Is an objective to create uniformity regulating domestic violence policy by employers, or is there a lot of freedom for employers to address this the way they see fit?”
- Susan Bright (EIDA) noted that EIDAs next group meeting will be on the positive and negative sides of tech focusing on how employers can educate themselves and understand risk, adding that developments in tech move on so quickly which can be challenging. Susan added that on the note of accessibility, one suggestion that EIDA makes to employers is that they offer support on sight where possible.
- Apsana Begum MP (Chair) added to this that in her own experience having access to a workplace or a place outside the home can be crucial.
- The Survivor added to this with a suggestion that access to phones in the workplace is another way that workplaces can support.
- Rufsana Begum (Women’s Aid) added that this reflects on earlier comments on the importance of domestic abuse policies working well with existing policies and employers can look at where they can extend support that already exists.
- Apsana Begum MP (Chair) introduced a question on how the Group can best include all types of work environments and workers in the work that is carried forward.
- Nikki Pound (TUC) added that it’s important to use the broadest definition of worker possible because there might be different statutory requirements based on type of employment and that policy shouldn’t discourage people from different paths to work.
- **Susan Bright (EIDA) agreed adding that even self-employed people are working for themselves. Susan added that the Group should examine scope of the Employment Rights Bill in relation to this.**
- Susan Bright (EIDA) agreed with comments online that we should not ask employers to become experts and raised the Three R principle mentioned in her speech.
- Rufsana Begum (Women’s Aid) also agreed and raised that safeguarding is a good example to relate to this, in that we do not expect employers to become safeguarding experts, but there is an appointed person to be custodian of that knowledge and agreement amongst employers on best practice and principles.
- Nikki Pound (TUC) added that at TUC they used specialist services to help design training to acknowledge that they are not the experts, and this in turn means that representatives can have confidence in the training they have been given.
- Apsana Begum MP (Chair) shared a question on whether there is a strong domestic abuse policy in place for MPs/Local Authorities.
- Susan Bright (EIDA) responded that she believes there is a template one in the cabinet office which is shared throughout civil servants.

- Apsana Begum MP (Chair) shared that the elected office received some training but adds that there is a further point here about setting an example and the message that is shared from the top down.
- **Jess Asato MP (Officer) suggested that the Group could right to IPSA. Jess added that MPs are individual employers and the Group should find out from IPSA if there's a template policy and if not, work to introduce one.**
- Lord Russell commented that he thinks the groups can be most effective when both houses work together and that he would be keen to get together with Apsana, Jess and the House of Lords representatives present to continue this discussion outside the meeting. He added that he is also a cross-bencher and will help raise these with peers on both sides.

Apsana Begum MP concluded the session, saying that the APPG would take away these actions. She thanked all the speakers, the BSL interpreters and attendees and noted that details of the APPG's next meeting would be disseminated once confirmed.

Actions:

- Apsana Begum MP (Chair) and Lord Russell to discuss further how the Group should engage with developments in the devolved nations
- The APPG Secretariat to look into a future discussion with colleagues in Northern Ireland on the context and progress being carried out there.
- Susan Bright (EIDA) to share with the Group, via the Secretariat, the findings from EIDAs upcoming member survey.
- Apsana Begum MP (Chair) and Jess Asato MP (Officer) to discuss further what actions could be taken with chambers of commerce in Suffolk.
- Apsana Begum MP (Chair) to liaise with those who have expressed interest to look at the timeline for the Employment Rights Bill and work on amends together, including looking into how this affects workers in the broadest sense.
- The APPG will write to IPSA regarding any existing domestic abuse policies in place

Research referred to in the meeting:

- TUC Equality Audit 2024: [TUC Equality Audit 2024 | TUC](#)
- TUC research (2014) [Domestic Violence and the workplace | TUC](#)
- Dr. Niels Blom and Vanessa Gash, DPhil, City, University of London on intimate partner violence and job loss and time off work in the UK (March 2024) [Short-report-Labour-market-consequences-of-IPVA.pdf](#)

- New EIDA Handbook published in May this year - [*The EIDA Handbook | Employers' Initiative on Domestic Abuse](#)