

# Would you know the signs?



## Work productivity

Changes in working patterns, reduced quality of work, change in use of phone or email



## Physical indicators

Visible bruising, change in manner of dress, fatigue or substance misuse



## Changes in behaviour

Becoming very quiet or tearful, isolated, or secretive regarding home life

Information on local advice and support services can be found at: [www.glostakeastand.com](http://www.glostakeastand.com)

Contact Gloucestershire Domestic Abuse Support Service on: 01452 726570

Or Gloucestershire Rape and Sexual Abuse Centre on: 01452 526770



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# Taking action

## Make a commitment

define domestic abuse, lead from the top, tackle stigma and signpost to services

encourage disclosure, make adjustments and prioritise confidentiality

## Offer training and support

## Go further

designate a lead to approach and learn from others

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# Opening the conversation

“How are you doing at the moment?”

“If there’s anything you’d like to talk to me about, I’m always here to support you”

“You don’t have to tell me anything, but please know that I would like to support you if and when you feel ready”

“Is everything alright at home?”

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# Be prepared for disclosure

Find  
somewhere  
quiet to talk

Acknowledge  
the courage  
of the  
employee

Confirm the  
confidentiality  
of the  
disclosure

Think about  
your body  
language

Do not be  
judgemental

Allow plenty  
of time and  
space to speak

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