



Women's Equality Party Conference
26 November 2022

Motion Title: **Improve workplace provision and support for domestic abuse survivors**

Amendment Title: **Further improvement to improved workplace provision and support for domestic abuse survivors**

(N.B. New text is in colour and underlined.)

Amended motion text:

1 The Women's Equality Party is concerned by the limited provision and support for domestic
2 abuse survivors who are in employment and fall outside of existing welfare support. To
3 improve the support available, the Women's Equality Party is calling upon the UK
4 Government, and the devolved governments, to:

5 **Introduce a statutory entitlement to ten days' paid leave for those experiencing**
6 **domestic abuse (*not devolved in Wales*)**

- 7 • This should be paid by employers and claimed back in the same way as existing work-
8 based benefits, such as Statutory Sick Pay (SSP).
9 • The provision must be made available to all employees regardless of tenure so as not to
10 trap people in unsafe, unsuitable working environments.
11 • Evidence requirements should be limited to reduce the burden on survivors.

12 **Update the relevant legislation to include a 'workplace domestic abuse policy'**
13 **requirement**

- 14 • All employers must have a domestic abuse policy, this should be easily accessible for
15 employees and signposted during onboarding and promoted to all existing staff.
16 • The policy should include training for line managers, both on how to spot signs of
17 domestic abuse, and on how to support survivors.
18 • The policy should include fast-track access to further workplace reasonable adjustments
19 such as:
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- 20 ○ Employers to immediately remove survivors' details from any publicly available
21 sources, and provide a new email address and telephone number, to mitigate the
22 high risks associated with fleeing the home;
23 ○ Wherever possible, employers should allow survivors to work from another location.

24 **Develop an 'Employers' Code' which outlines additional ways employers could**
25 **support survivors, including:**

- 26 • further paid leave;
27 • removing evidence requirements;
28 • salary advances;
29 • access to counselling;
30 • managerial discretion for longer-term support.
31 • named contact with specialist training to support employees.
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