



BUILDING STRONGER WORKFORCES



A Calan DVS Social Enterprise



Website:

www.brightoptions.org.uk

calanTM
dvs
Providing sanctuary.
Inspiring change.

INTRODUCTION

At Bright Options, we believe that safe, informed and compassionate workplaces are essential to individual wellbeing and organisational success.

Domestic abuse is a complex and often hidden issue that affects people across every sector and level of employment. Too often, organisations want to help but lack the confidence, clarity or structure to respond effectively. Bright Options exists to change that.

We work in partnership with employers to provide practical, trauma-informed training and policy support that enables organisations to respond lawfully, consistently and with care. Our approach is grounded in real-world experience and designed to support both employees and the businesses they work for.

By choosing to engage with Bright Options, you are taking a proactive step towards creating a safer workplace culture, one that recognises responsibility, protects people, and supports sustainable performance.



We are proud to support organisations that understand that doing the right thing for their people is also the right thing for their business.



COMPANY VISION

At Bright Options, we envision workplaces that are informed and equipped to address domestic abuse, where employees feel safe seeking support and leaders act with compassion. Our goal is to foster safer, resilient workplaces through training, governance, and cultural change, embedding domestic abuse awareness as a standard expectation in responsible employment.



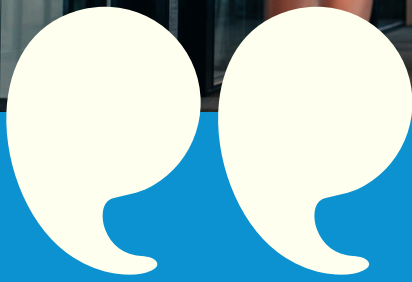


THE BUSINESS, ECONOMIC, AND SOCIAL CASE FOR DOMESTIC ABUSE TRAINING

Domestic abuse is often seen as a private issue, but its impact reaches far beyond the home. It affects attendance, productivity, wellbeing, and retention across every sector of the UK workforce.

For employers, domestic abuse is a business risk, but it is also an opportunity. Organisations that take proactive action through training, policy, and culture change can protect their people, strengthen performance, and demonstrate real social leadership.

This booklet outlines why investing in domestic abuse training with Bright Options is not only the right thing to do, but a strategic decision with measurable economic and commercial benefits.



IN ENGLAND AND WALES:

- An estimated **3.8 million adults** experience domestic abuse each year
- Around **1 in 4 women** and **1 in 7 men** will experience domestic abuse in their lifetime
- Many survivors **remain in work** while experiencing abuse, often without support or disclosure



THE COST TO THE UK ECONOMY

£66BN

Government analysis has estimated that:

- Domestic abuse costs the UK economy approximately **£66 billion per year**
- This includes healthcare costs, criminal justice responses, social services, and lost economic output

Of this total:

- Lost productivity and absence from work account for billions of pounds annually
- Reduced capacity to work, time off for injury or court proceedings, and job loss all contribute to economic instability



THE COST TO EMPLOYERS

£2.7BN

For businesses, the impact of domestic abuse often remains unseen, but the costs are real.

UK employers are estimated to lose at least £2.7 billion each year due to:

- Increased absenteeism
- Reduced performance and concentration
- Higher staff turnover
- Management time spent responding to crises

Employees experiencing abuse may be physically present but unable to perform at full capacity. This “presenteeism” quietly drains productivity, morale, and team effectiveness.

Without training and policy, managers are often unprepared to respond, increasing risk, inconsistency, and avoidable costs.



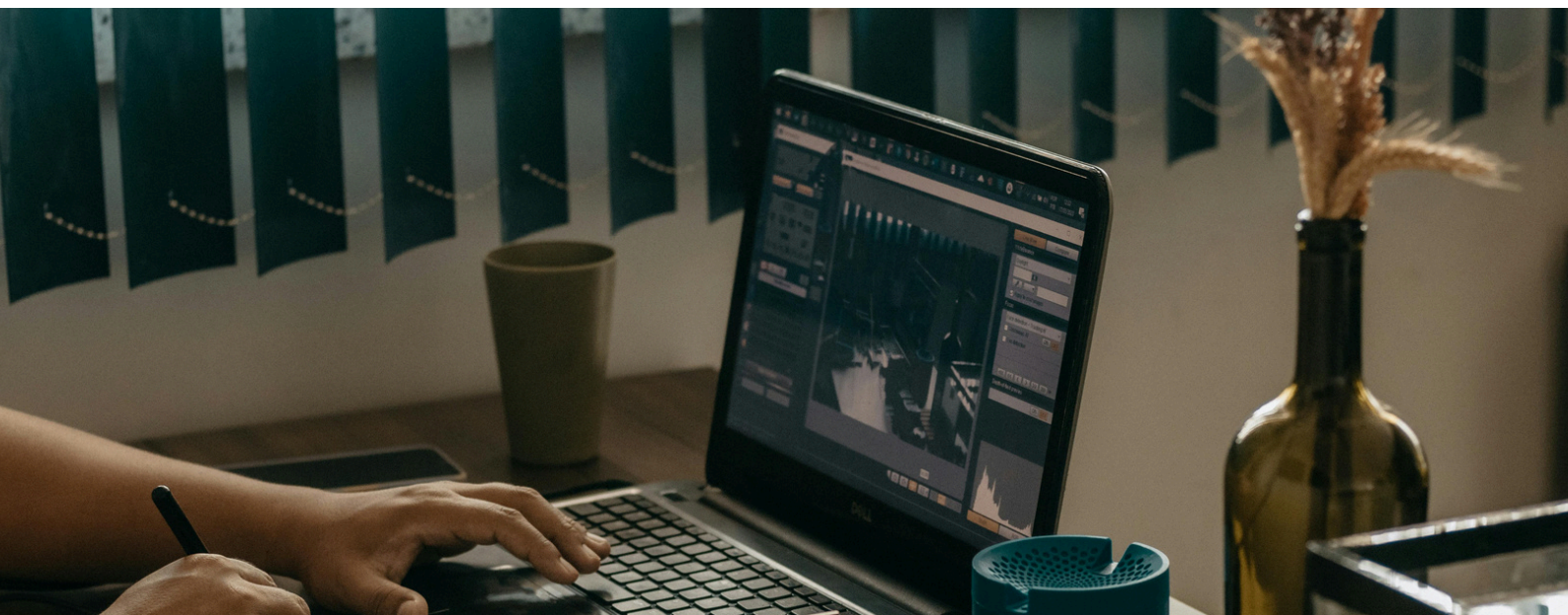
WHY DOING NOTHING IS THE MOST EXPENSIVE OPTION

When organisations fail to address domestic abuse, the consequences escalate.

Lack of awareness and guidance can lead to:

- Mishandled disclosures that increase harm
- Legal and safeguarding risks
- Inconsistent or discriminatory responses
- Reputational damage if cases are poorly managed

Reactive responses cost more than preventative action. Every unresolved situation increases the likelihood of long-term absence, resignation, or crisis intervention.





THE BUSINESS CASE FOR EARLY INTERVENTION



Domestic abuse training enables early identification and appropriate response.

Organisations that invest in training and clear policy benefit from:

- Reduced unplanned absences
- Higher retention of skilled employees
- Lower recruitment and onboarding costs
- Improved management confidence and consistency

Early support helps employees stabilise their circumstances faster, allowing them to remain economically active and engaged at work. Prevention is not just compassionate ; it is cost-effective.

PRODUCTIVITY THROUGH PSYCHOLOGICAL SAFETY

Employees perform best when they feel safe and supported.

Bright Options training helps workplaces create environments where:

- Employees feel able to seek help earlier
- Managers respond with confidence and clarity
- Trust in leadership increases
- Engagement and loyalty improve

Psychological safety leads directly to improved performance, reduced burnout, and stronger team dynamics; all of which positively affect the bottom line.



DOMESTIC ABUSE, ESG, AND CORPORATE RESPONSIBILITY

Addressing domestic abuse aligns strongly with **Environmental, Social, and Governance** commitments.

Supporting employees affected by abuse demonstrates:

- Genuine social impact under ESG frameworks
- Strong governance through clear policy and risk management
- Commitment to equality and inclusion, as domestic abuse disproportionately affects women and marginalised groups

In a competitive labour market, organisations known for doing the right thing attract and retain better talent.

A STRONGER WORKFORCE SUPPORTS A STRONGER ECONOMY

When employers act, the benefits extend beyond individual organisations.

Workplace support contributes to:

- Reduced pressure on public services
- Greater workforce stability
- Increased long-term economic participation
- Breaking cycles of harm that affect future generations

Businesses become part of a wider solution strengthening both society and the economy.



WHY BRIGHT OPTIONS?



Bright Options provides practical, trauma-informed domestic abuse training and policy support designed specifically for workplaces. Our work enables organisations to:

- **Equip managers with confidence and clarity**
- **Implement effective, lawful domestic abuse policies**
- **Support employees without increasing risk**
- **Create safer, more resilient workplace cultures**

This is not about awareness alone. It is about real-world action that protects people and performance.

ROI's

By investing in domestic abuse training, organisations:

- **Reduce financial risk**
- **Protect productivity**
- **Retain skilled employees**
- **Strengthen culture and reputation**
- **Deliver meaningful social impact**



Supporting employees affected by domestic abuse is not a cost; it is an investment in people, profit, and purpose.





BRIGHT OPTIONS

CONTACT



Phone Number:

01639 633 580



Website:

www.brightoptions.org.uk



Location:

17 Victoria Gardens, Neath



Email Address:

enquiries@brightoptions.org.uk