

Ending violence against women and girls

A UNISON guide

October 2022

Introduction

There has been an unprecedented rise in misogyny and violence against women across the World. It is rife on a scale not seen before.

According to the World Health Organisation, one in three women globally, around 736 million, have been subjected to physical or sexual violence in their lifetimes.

This violence starts at a young age. One in four women aged between 15 and 24 years will have already experienced violence by an intimate partner by the time they reach their mid-twenties.

Women constantly face derogatory comments about their appearance, threats of physical and sexual violence and trolling on social media.

The UK is no exception. According to the Office for National Statistics the range and prevalence of crimes of violence against women is widespread. An estimated 1.6 million women aged 16 to 74 suffered domestic abuse in England and Wales in 2021, and around 5.1 million women aged 18 to 74 were victims of some form of abuse as a child. Tragically, in the year ending March 2020, 81 women were killed in a domestic homicide.

In 2021, 1 in 3 women over the age of 16 in Great Britain were subjected to at least one form of harassment. This increases to 2 in 3 for women aged 16 to 34.

The workplace is also no exception. TUC research shows that half of women have been sexually harassed at work, two thirds of LGBT+ people have experienced it and four out of five people don't feel able to report it to their employer. It can happen to anyone but sexual harassment is mostly experienced by women.



**An estimated
1.6 million women
aged 16 to 74
suffered
domestic abuse in
England and Wales
in 2021**

If acts of sexual harassment go unchecked, they can spill over into violence. Not addressing sexual harassment means violence against women can fester and fuel misogyny and violence against women and girls.

As the UK's biggest trade union and largest women's membership organisation, UNISON believes that employers and trade unions can most definitely help in changing abusive behaviour and culture that create a toxic situation which in turn, can lead to acts of violence.

Under the Health and Safety at Work Act 1974 employers are required to ensure the health, safety and welfare of workers. They have a duty of care to protect staff. That includes protection from sexual harassment and violence at work. It's a Health and Safety matter as well as about equality.

This document sets out UNISON's views about what can be done by government, and by employers in partnership with trade unions, to prevent violence in the first place, support victims where necessary and end violence against women.

What UNISON would like to see from the UK Government to address violence against women and girls

In relation to sexual harassment:

- A new statutory duty to prevent sexual harassment.
- Dual enforcement of this duty by the EHRC and individuals.
- Punitive damages and costs payable to employees if they succeed in a claim of sexual harassment.
- Protections from third-party harassment e.g. by clients or contractors.
- Protection for volunteers and interns.
- A minimum of six months for individuals to bring Employment Tribunal claims of sexual harassment and where such a claim has been made outside of this limitation period, the “just and equitable” test be exercised in favour of the claimant.

In relation to domestic abuse:

- Guidance for employers on supporting domestic abuse victims at work, including people working from home.
- A commitment to:
 - equal access to support, welfare systems and legal tools that provide protection from abuse, without discrimination
 - safe reporting mechanisms for survivors accessing vital public services, so they can safely report abuse to the police, social services, health professionals and others, with confidence that they will be treated as victims and without fear of immigration enforcement.
 - eligibility for the existing Domestic Violence (DV) Rule and Destitution Domestic Violence Concession (DDVC) extended to all migrant women experiencing or at risk of abuse
 - Dismantling of the Hostile Environment and the suspension of No Recourse to Public Funds.
 - Accessible refuges and temporary accommodation for disabled women and all domestic abuse services informed and able to meet the needs of LGBT+ women.
 - Support to help perpetrators to end their abusive behaviour.

The TUC's 2016 research found that 52% of women had experienced unwanted behaviour at work.

**UNISON's
own 2019 study of
members working
in health found that
nearly one in ten (8%)
respondents had been
sexually harassed
in the last year.**

Sexual harassment

The TUC's 2016 research¹ *Still just a bit of banter* found that 52% of women had experienced unwanted behaviour at work. A 2019 study by the TUC² found that nearly 7 out of 10 LGBT+ workers are sexually harassed in the workplace.

UNISON's own 2019 sector specific study of members working in health entitled *It's Never OK*³ found that nearly one in ten (8%) respondents had been sexually harassed in the last year. Of these, nearly a third (31%) said the harassment was frequent/regular, and more than one in ten (12%) said it occurred daily/weekly. The vast majority (81%) of those harassed identified as female.

The impact on those who had been harassed was profound, 55% reported that they isolated themselves or avoided certain colleagues/situations; 40% said that it made them want to leave/look for another job; 35% said the harassment affected their mental health and 34% said it affected their confidence.

¹ TUC (2016) *Still just a bit of banter* sexual harassment in the workplace in 2016

² TUC (2019) *Sexual harassment of LGBT people in the workplace*

³ UNISON (2019) *It's never ok* a report on sexual harassment against healthcare staff

The survey findings revealed that staff responded in various ways to the harassment with nearly a half (46%) telling a colleague, nearly three in ten (28%) keeping quiet, a quarter (26%) telling a friend/family member outside work, and just over a fifth (23%) speaking directly to the perpetrator. However, when it came to formal reporting, more than seven in ten (71%) shared their reasons for not doing so which included:

- They felt nothing would be done (49%)
- They'd be dismissed as oversensitive (37%)
- They feared the perpetrator(s) would retaliate (24%)
- They were scared it could harm their career (22%).

Of those who did report the sexual harassment, only 15% believed their case was dealt with properly. Employers appear to be failing to take a zero-tolerance approach on harassment. More than two thirds (68%) of those who experienced sexual harassment confirmed a policy existed in their workplace, yet fewer than one in five (17%) said it was implemented.

**Of those who did
report the sexual
harassment, only
15% believed their
case was dealt with
properly.**

In June 2021, a new survey of more than 2000 nurses carried out jointly by UNISON with the Nursing Times found that sexual harassment in healthcare has become 'normalised' and not enough is being done to address it. 60% had been sexually harassed either by patients or colleagues. For many nurses, sexual harassment was far from a one-off incident, with 11% reporting they often encountered such experiences and a fifth (21%) reported occasional harassment.

Almost three in five (58%) of those who had been harassed said it was by a patient, 26% said they had been harassed by medical colleagues, a similar proportion (24%) by other nursing colleagues and 19% said that they had been harassed by family and friends of patients.

Shockingly, almost three-quarters of those who were harassed didn't report the incidents to their employer.

What can be done?

The current law against sexual harassment is not working. UNISON believes the law should be changed to focus employer's efforts on prevention.

UNISON is a member of the #ThisIsNotWorking alliance, a coalition of over thirty trades unions, women's organisations and NGOs, led by the TUC, which is calling for a new legal duty that would require employers to take all reasonable steps to protect workers from sexual harassment and victimisation and which it would be easy to enforce.

In our response to the Government Equalities Office consultation on sexual harassment in the workplace in 2019, UNISON argued for the following:

- **A new statutory duty to prevent sexual harassment.** Employers would have to take

responsibility for prioritising the prevention of workplace sexual harassment to avoid the risks of investigative and enforcement activity.

- **Dual enforcement by the EHRC and individuals.** We see time and time again how existing legislation fails individuals who experience sexual harassment as the onus is on them to prevent and manage sexual harassment against them.
- **Punitive damages and costs payable to employees if they succeed in a claim of sexual harassment.** Tribunal awards are relatively low (if there is no financial loss) and we consider that increasing potential awards would also focus employers' minds.

To assist employers in introducing measures to prevent sexual harassment, UNISON would like to see the government promoting collective bargaining as the primary vehicle for raising workplace standards and ensuring compliance with the new preventative duty as trade unions can be strong, effective partners in bringing about improvements in the workplace.

In addition to implementing the new preventative duty, UNISON considers that the government should reinstate a refined and strengthened section 40 of the Equality Act (2010) that does not require a prior incident to have occurred in order for an individual to assert employment liability and bring a claim against their employer.

All workers should be protected from sexual harassment and victimisation regardless of whether they have a contract of employment, similar contract for service or a relationship that mirrors other employment relationships in their regularity and consistency such as volunteers and interns.

Everyone has the right to work free from the threat of violence and harassment, regardless of whether they are in paid employment or working

on a voluntary basis. Volunteers should also be protected.

UNISON's experience is that individuals often need more than that provided by the current three months to process what has occurred, to seek legal advice and consider their options.

UNISON agrees with the TUC's recommendation of a minimum of six months for individuals to bring Employment Tribunal claims and that in circumstances where a claim of sexual harassment has been made outside of this limitation period, the "*just and equitable*" test be exercised in favour of the claimant. This in recognition of the particular difficulties associated with making a claim relating to sexual harassment, where delayed reporting is a common and entirely understandable reaction to a traumatic incident.

Our demands in 2019 remain relevant. A society which does not address sexual harassment means violence against women can fester and fuel misogyny and violence against women and girls.

Please see UNISON's guide to help branches and stewards negotiate policies that prevent and tackle sexual harassment

UNISON guide on tackling and preventing sexual harassment

Non-disclosure agreements

UNISON is concerned that the imbalance of power between employers and workers has led to the unlawful and disreputable use of non-disclosure agreements in cases of sexual harassment. Too often NDAs are used to silence those that report incidences of sexual harassment and protect perpetrators and organisations.

What can be done?

UNISON believes that confidentiality clauses should only be used in exceptional circumstances such as to protect individuals who wish to remain anonymous.

Domestic Abuse

UNISON considers that domestic abuse is a trade union and a workplace issue, as much as any other form of abuse affecting workers' conditions and income. Home and work issues cannot always be neatly separated. Abusive and violent behaviour does not only take place in the home - it can frequently cross over into the workplace, where victims experience stalking, threats, harassment and worse. Equally, work can be a lifeline to independence and survival for victims of domestic abuse as they are able to leave their home to go elsewhere, whilst also maintaining a level of income independent from the perpetrator.

UNISON believes that all victims of domestic abuse should feel safe in the knowledge that they can take action to put their lives back on track with their employment secure and that they are protected while they are at work. UNISON also believes that the Government has a responsibility to ensure that victims of

domestic abuse are protected at work and that their employers are doing everything they can to support them.

What can be done?

UNISON is continuing to campaign for stronger protections for victims in the workplace and particularly women focusing on the provision of guidance for employers on supporting victims at work, including the importance of providing paid leave.

Domestic abuse and women at work

We asked UNISON's women's networks to tell us about the sorts of issues that can arise at work when someone is experiencing domestic abuse. The following list itemises the most frequently cited practical circumstances that work colleagues, trade union representatives and managers are required to deal with when supporting victims of domestic abuse. It is not an exclusive list, but it gives an indication of some of the most common issues based on UNISON's direct experience.

- Changes in behaviour
- Impacts on an individual's wellbeing and welfare such as poor morale and low self-esteem
- Impacts on punctuality, attendance and sickness leave
- Deteriorating work performance and productivity
- (Self) restricted career progression
- Concerns for the health and safety of the person involved, their colleagues and even the wider workforce such as:

- Physical signs of injury
- Worries about an attack by a violent perpetrator
- Managing conflict and tensions, particularly if there are frequent visits or telephone and/or email contact from the employee's partner
- Safeguarding issues where children are affected:
 - Certain health and social care professionals are required to report abuse and may be faced with the dilemma of reporting a situation where they know the child/ren of a work colleague are at risk of harm.
 - A victim may put their own professional registration at risk by not reporting a safeguarding issue affecting their own children.
- Working at home can be extremely challenging and potentially dangerous for staff in an abusive relationship – the prevalence of this problem has been highlighted particularly during the COVID-19 restrictions

What can be done?

In UNISON's experience one of the simplest and most effective ways employers can offer support for victims of domestic abuse is to have a clear workplace domestic violence and abuse policy.

The benefits of a clear employer policy are multiple:

- It raises awareness of the issue in the workplace
- It makes clear the employer position on domestic violence and abuse

- It has the potential to make disclosing abuse less daunting for the victim and destigmatises it.
- The employer is less likely to initiate disciplinary/capability/attendance procedures on victims/survivors
- Risk assessments will be undertaken, protecting recipients and their colleagues

A comprehensive domestic abuse policy sets out signs of domestic abuse, roles and responsibilities, education and training, steps to ensure safety in the workplace, as well as what the employer can practically offer in terms of financial assistance, flexibility and paid leave.

Please see: [UNISON guidance and model policy domestic abuse](#)

Domestic abuse and women working at home

An area that requires further consideration is how organisations can ensure people working from home who may be experiencing domestic abuse can be supported. On 6 April 2020, the charity Refuge reported that the National Domestic Abuse helpline had seen a 25% increase in calls and online requests for help since social distancing restrictions were introduced to assist the fight against the COVID-19 pandemic. Visits to the UK-wide National Domestic Abuse helpline website were 150% higher than during the last week in February 2020, before the “stay at home” rule was implemented. UNISON branch officials and reps were also reporting unprecedented contact from members about domestic abuse. A member of UNISON’s National Women’s Committee said, *“I am raising this very issue here in my trust as we have one the highest areas for these calls. I shouldn’t be amazed by the fact calls are 25% up since lockdown but*

even during the World Cup calls didn’t reach these levels”.

There was also a marked increase in traffic to UNISON’s learning pages by reps searching specifically for resources and materials to help address domestic abuse. UNISON also believes that some visitors are members looking for help for themselves on a site they can readily hide or explain.

What can be done?

UNISON recognises that as office-based staff may increasingly work from home in the future this will present a challenge for employers and trade unions in spotting signs of domestic abuse and supporting victims. Government guidance for employers on supporting domestic abuse victims at work, should include people working from home.

Black Women and Domestic Abuse

There is no evidence to suggest that some ethnic or cultural communities are any more at risk of domestic abuse than others. However, the experience of UNISON’s Black women members is that they also face racism and additional stereotyping. This means that they may be unwilling to seek help from statutory agencies (such as the police, social services, or housing authorities) but also from their employer because they fear the response may be based on particular cultural, ethnic or religious stereotypes.

It is UNISON’s view that the ‘Hostile Environment’, a raft of legislation which extended immigration controls and checks into public services and private housing has turned non-EU migrant people into second-class citizens in the UK. Immigration controls

are now embedded in everyday interactions between trusted public sector workers and the people they are supposed to serve: nurses and patients, police and victims of crime and teachers and their pupils. This has made migrant women and girls experiencing domestic violence and violence within the workplace vulnerable to their abusers. The need for immigration documentation when accessing public services means that abusers can trap victims by withholding passports and ID documents.

Women and girls who appear to be migrants and cannot show documentation are also more likely to have vital safety nets withheld from them for example, certain benefits or housing.

Women and girls who are undocumented are also vulnerable to violent situations and trafficking because they are likely to be treated as “illegal” migrants rather than as victims or survivors. Important research by Step Up Migrant Women⁴ found that fear of not being believed because of migration status was a key barrier for migrant women experiencing violence. Their research also found that 45% of the women they interviewed were denied support by the police when reporting. Over a third of them were not believed by the police. Their abusers were also able to use the Hostile Environment as part of their abuse: 62% of the women interviewed by the study said that their partners had threatened them with deportation if they reported the violence.

Case Study

UNISON was contacted by a member working in the NHS caring for COVID-19 patients whose violent partner contacted the Home Office when she finally left the relationship. Due to the fact that she had a dependant visa status, the Home Office then started deportation proceedings against her. Our member told us that she tried not to allow the treatment by her ex-partner and the further perpetuation of that violence by the Home Office to affect the care and support she gave to her patients. The value she placed on her life-saving work had allowed her to rebuild her self-respect and self-esteem in order to leave her violent and controlling relationship. This was threatened by the actions of the Home Office. Only intervention by UNISON and support from the employer enabled this woman to change her visa status and halt her deportation.

No Recourse to Public Funds also leaves migrant women and girls vulnerable to being turned away from vital public services. It has been identified as a significant barrier by women experiencing violence in accessing the support they need from refuges and specialist spaces. This affected 25% of the women surveyed by the No Women Turned Away Project⁵. Almost half of the women (43%) supported by the No Women Turned away project were from Black communities, reflecting the erosion of culturally specific specialist services and systematic racism experienced by women from these communities.

⁴ <https://stepupmigrantwomenuk.files.wordpress.com/2019/05/the-right-to-be-believed-full-version-updated.pdf>

⁵ (<https://1q7dqy2unor827bqjls0c4rn-wpengine.netdna-ssl.com/wp-content/uploads/2020/06/Nowhere-to-Turn-2020.pdf>).

What can be done?

UNISON endorses the recommendations made by the End Violence Against Women Coalition, Southall Black Sisters and the Latin American Women's Rights Services that the Government should:

■ **Ensure all survivors of domestic abuse can equally access support, welfare systems and legal tools that provide protection from abuse, without discrimination.**

■ **Establish safe reporting mechanisms for survivors accessing vital public services, so they can safely report abuse to the police, social services, health professionals and others, with confidence that they will be treated first and foremost as victims and without fear of immigration enforcement.**

■ **Extend eligibility for the existing Domestic Violence (DV) Rule and Destitution Domestic Violence Concession (DDVC) to all migrant women experiencing or at risk of abuse**

UNISON also calls for the dismantling of the Hostile Environment and the suspension of No Recourse to Public Funds.

Disabled women and domestic abuse

The 2008 report from Women's Aid, 'Making the Links: Disabled Women and Domestic Violence' found that:

- Disabled women are twice as likely to experience gender-based violence than non-disabled women.
- They are also likely to experience abuse over a longer period of time and suffer more severe injuries as a result.
- They are less likely to seek help and often the help is not appropriate.

The lack of accessible refuges and temporary accommodation, the scarcity of information on tape or in Braille, and the unavailability of sign language interpreters may compound the problems that disabled women fleeing abuse face.

Financial abuse is widely experienced by disabled women and abuse is often more acute where the abusive partner is the principal carer, who may expect tolerance of such abuse as a form of gratitude for being cared for. Some disabled women may face additional barriers to safety and support such as being socially isolated as a result of their physical dependence on their partner and/or carer.

LGBT+ people and domestic abuse

LGBT+ people are also vulnerable to domestic abuse, from their partners, ex-partners or family members. Surveys show that at least one in four LGBT people experience domestic violence.

One of the major barriers to recognising LGBT+ domestic abuse is that the abuse has traditionally been portrayed as a heterosexual issue. LGBT+ people can experience the same issues of power and control within their relationships as in any couple, which may manifest itself as physical, sexual, verbal and economic abuse.

There are also issues that are specific to LGBT+ people. The perpetrator – a partner, ex-partner or family member – may use their sexual orientation or gender identity against them. This is only an effective tool to exercise power and control because they occur in the broader context of marginalisation and discrimination against LGBT+ people.

All these factors can also act as a barrier to victims getting help and particularly in the workplace if someone is not open about their sexuality at work. LGBT+ women may also fear approaching mainstream domestic abuse services, thinking they will meet prejudice or lack of understanding. Trans women may have particular concerns about how they will be received. Women's refuges may not feel safe to someone fleeing a violent woman partner as a female perpetrator may be able to access women's refuges unless the staff are aware and vigilant.

What can be done?

It is vital that all domestic abuse services are informed and able to meet the needs of LGBT+ women. It is also important that employers are aware that although the majority of domestic abuse victims are women, other groups may be affected and are also aware of the specialist support available to LGBT+ people.

Perpetrators of domestic abuse and employers

Many perpetrators of domestic abuse do not come into contact with the criminal justice system. Even if they are convicted and imprisoned, they are likely to return to the community after a short period of time, often back in the same family. They may have ongoing contact with their children, even if the relationship with the child's mother has ended. When one relationship ends, most perpetrators have other relationships, creating new victims/survivors.

What can be done?

UNISON considers it important that employers recognise the role they have in encouraging and supporting employees to address violent and abusive behaviour of all kinds and are clear that abuse is always unacceptable. Employers should be seen to respond appropriately to perpetrators to promote the safety of victims/survivors and children. I

It is far more likely that a perpetrator will reveal information about their violence and abuse to people they know, such as someone at their work. There may be signs of uncharacteristic or other types of behaviour that may be indicative of a concern. Perpetrators may also use

workplace resources such as telephones and emails to threaten, harass, stalk or abuse their current or former partner, through which work colleagues may become aware of the abuse. The abuse may also come to light as a result of allegations made, notification by the police or the employee needing time off to attend court. Some perpetrators may voluntarily ask for help to deal with their abusive behaviour.

One of the most common requests from victims/survivors is for someone to work with their partner, to help him change and to keep them safe from his violence. Employers can help perpetrators to end their abusive behaviour by providing information about the services and support available to them and encouraging the perpetrator to seek support and help from an appropriate source.

Schools and universities also need help in relation to what to do with students who could also be the perpetrator of domestic abuse.

A case in point is that of Emily Drouet at the University of Aberdeen. Emily was found dead inside her halls of residence in Aberdeen in March 2016 after deciding she was unable to escape from her abusive relationship. Emily took a harrowing selfie showing her swollen face just days before she killed herself.

All those working in schools, hospitals, universities and other areas of public services need training and information about spotting the signs of domestic abuse and how to report and address them.

Learning from Wales

UNISON considers that there is much to learn from the action the Welsh Assembly Government has taken to tackle violence against women and girls.

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 is a

landmark law – the first of its kind in the UK that explicitly addresses violence against women as opposed to domestic violence generally. The legislation was passed by a unanimous vote at the time.

The objective of this legislation is to improve public sector responses in relation to the prevention of gender-based violence, domestic abuse and sexual violence. It requires local authorities and health boards to prepare a strategy for a local authority area to tackle Violence against Women, Domestic Abuse and Sexual Violence (VAGWDASV) aiming to improve the prevention, protection and support arrangements.

The duties on local authorities and health boards include:

- Duty to prepare local strategies (this does not preclude strategies on a regional basis).
- Duty to consult.
- Effective partnership working – including good multi-agency practice around issues such as the importance of only having to tell a story once.
- Needs assessment.

Other duties from the Act include:

- Associated national training framework in order to build consistency across the public, community and voluntary sectors.
- Education to assist schools and FE to promote positive attitudes towards gender equality, and healthy and respectful relationships.

Social Partnership in Wales and tackling domestic abuse

The public sector in Wales operates on a tri-partite social partnership model, with cross sectoral agreements reached through the Workforce Partnership Council (WPC).

The Deputy Minister for Housing and Local Government wrote to all public services in January 2020 to highlight a joint statement issued by the WPC which supports paid leave for members of public sector staff experiencing domestic abuse.

The Welsh Government and Neath Port Talbot Council have both implemented such policies and Welsh Government guidance refers and links specifically to UNISON's Domestic Violence and Abuse: A Trade Union Issue.

The WPC joint statement reads:

“The WPC believes that such policies provide survivors with peace of mind, support and gives them vital reassurance that they will not be financially penalised as they deal with the effects of domestic abuse.”

“The WPC recommends devolved public service organisations in Wales commit to workplace policies that offer a flexible and sympathetic approach to staff experiencing domestic abuse.”

Misogyny, harassment and violence in the union

Sexual harassment has become normalised in some workplaces including in our unions.

In 2020, an independent inquiry by leading barrister Karen Monaghan, reported that misogyny, cronyism and sexual harassment are endemic within the GMB, that the culture is one of heavy drinking and late-night socialising, salacious gossip and a lack of professionalism. She said that sometimes sexual harassment was used as a form of bullying.

Sexual harassment is against the law but for far too many people, sexual harassment is a reality of their working lives and for many women, and some men, it can happen daily including in trade unions.

What can we do about it?

- **A strong complaints process, support and training for staff and members**
- **A culture that encourages staff and members to speak out when they experience or witness sexual harassment, aggression, intimidation, bullying, misogyny, discrimination or violence**
- **Allegations investigated and concluded with no unnecessary delay as close to the reporting as possible**
- **Appropriate advice, support and representation for all parties without prejudice and in line with natural justice**
- **Access to counselling/appropriate external agencies for all parties – listed at the end of this document**

■ **Ensure a culture of zero tolerance of harassment, aggression, intimidation, bullying, misogyny, discrimination or violence**

The impact of harassment, aggression, intimidation, bullying, misogyny, discrimination or violence can be devastating, leaving the recipient feeling afraid, ashamed, humiliated, and undermined. It can result in serious mental health problems such as depression, anxiety or low self-esteem. It can have a serious impact too on physical health problems such as digestive problems or sleep difficulties.

Witnessing the harassment of a colleague can also be very upsetting and can impact on the health and work performance of the individual.

UNISON believes that everyone should be treated with dignity and respect at work and in the union. Sexual harassment, aggression, intimidation, bullying, misogyny, discrimination or violence should not be tolerated.

UNISON believes that employers and trade unions can most definitely help in changing abusive behaviour and culture that create a toxic situation which in turn, can lead to acts of violence.

Information and sources of support

UNISON's advice, guidance and model policy on sexual harassment

<https://www.unison.org.uk/our-campaigns/ustoo/>

'Your rights at work' booklet from the TUC, focusing on women workers

www.tuc.org.uk/resource/protection-sexual-harassment-women

Resources for LGBT+ workers from the TUC

<https://www.tuc.org.uk/union-reps/equality-and-discrimination/lgbt>

Rights of Women – Sexual harassment at work advice line

Free employment legal advice to women in England and Wales experiencing sexual harassment at work. Call 020 7490 0152, Mondays 6pm to 8pm, Tuesdays 5pm to 7pm, Wednesdays 5pm to 6:30pm. Please note the advice line is not open on bank holidays.

<https://rightsofwomen.org.uk>

Scottish Women's Rights Centre – Sexual harassment legal service

For legal information about a case of sexual harassment.

Helpline 08088 010 789, Thursday, 5pm to 8pm.

<https://www.scottishwomensrightscentre.org.uk/>

National Stalking Helpline

This helpline run by the Suzy Lampugh Trust provides guidance and information to anybody who is currently or has previously been affected by harassment or stalking.

Freephone helpline: 0808 802 0300.

www.stalkinghelpline.org

Paladin – National Stalking Advocacy Service

Paladin was established to assist high risk victims of stalking throughout England and Wales. Helpline 0203 866 4107, 9am to 3pm weekdays except for Wednesdays when it is open 10am to 5pm

<https://paladinservice.co.uk>

Rape Crisis England & Wales

Rape Crisis exists to promote the needs and rights of women and girls who have experienced sexual violence, to improve services to them and to work towards the elimination of sexual violence.

Freephone helpline 0808 802 9999, 12noon to 2.30pm and 7pm to 9.30pm every day.

<https://rapecrisis.org.uk>

Rape Crisis Scotland

Freephone helpline 08088 01 03 02, 6pm to midnight

www.rapecrisisscotland.org.uk

Rape Crisis Network Ireland

24 hour helpline 1800 778888

www.rapecrisishelp.ie

Victim Support England and Wales

Free and confidential support to help you move beyond the impact of crime.

24 hour helpline 0333 251 2236

www.victimsupport.org.uk

Victim Support Scotland

Helpline 0800 160 1985, Monday to Friday 8am to 8pm

<https://victimsupport.scot/>

Victim Support Northern Ireland

Foyle hub 02871 370086

Belfast hub 02890 243133

Open Monday to Friday, 9am to 5pm

www.victimsupportni.com

Samaritans

24 hour helpline 116 123

www.samaritans.org

The Mix

Free confidential support including on issues of abuse and violence, for young people aged under 25.

Helpline 0808 808 4994

www.themix.org.uk

National Domestic Violence helpline

24 hour freephone helpline 0808 2000 247

www.nationaldahelpline.org.uk

National LGBT+ Domestic Abuse Helpline

Freephone helpline 0800 999 5428, 10am to

5pm Monday, Tuesday and Friday,

10am to 8pm Wednesday and Thursday, 1pm to

5pm Tuesday is trans specific service.

Also 020 7704 2040 to speak to someone from the Sexual Violence Support Service.

Email help@galop.org.uk

www.galop.org.uk

