



ENOUGH.

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VAWG SUMMIT FOR AVON AND SOMERSET 2022

Safety of Women in the Workplace Agreement Statement

Violence against women and girls is a reflection of unequal power relations between women and men, both in society and at work. All women and girls should feel safe attending their places of work including the travel to and from their workplace. Employers own a statutory duty to protect women in the workplace and all employees have a moral duty to help protect women at work.

We pledge to make work environments safe for everybody, with a focus on supporting women and girls. To make the workplace a safer place for women and girls, we will:

1. **Encourage employers to promote a culture of trust and openness so that employees feel able to raise women's safety concerns at work.** Every woman should feel safe and confident to voice their concerns to employers without fear of reprisal.
 2. **Encourage businesses to adopt a zero-tolerance policy towards discrimination in the workplace from staff and the public.** Empower individuals to act/intervene/escalate in the pursuit of safeguarding women and girls.
 3. **Ensure that the licensing conditions of premises vulnerable to VAWG have appropriate policy and conditions in place to reduce risk to staff and the public.** Ensure all policies are accessible, inclusive for all, easy to understand and are reviewed on an annual basis.
 4. **Develop a toolkit of VAWG related training and guidance notes** that can be used across all sectors to ensure consistency and availability of support to ensure that all staff are able to recognise the signs of risk & behaviors of concern/abuse/coercive control.
 5. **Encourage licensing premises to make sure CCTV is available and that appropriate training is in place for this.**
 6. **Strongly advocate wellbeing support for women and girls across all workplace environments.** Workplaces should have Women's safety champions who are trained to support victims and those who may have been affected by VAWG.
 7. **Support the introduction of a small business advice helpline that connects to professionals who can advise on harassment issues.**
 8. **Advocate for mandatory annual review and implementation of equality policies that employees embrace and act on.**
 9. **Encourage the introduction of Welfare Officers to provide support for those going through misconduct proceedings.**
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