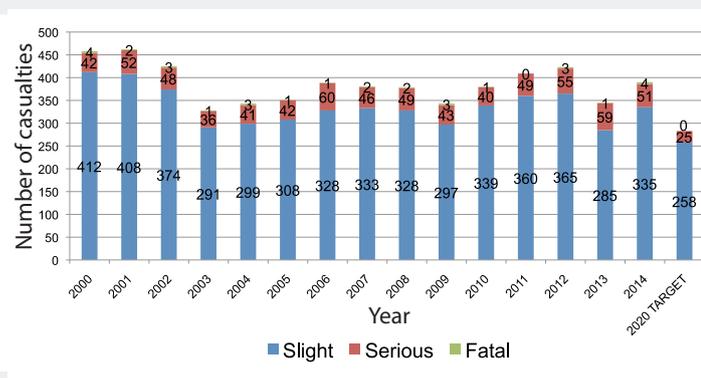


## CITY HR MEMBER FORUM – MAKING THE WORLD OF WORK BETTER FOR YOUR EMPLOYEES

As part of our series on safety at work, **Addleshaw Goddard** hosted an insightful presentation by the City of London on **safe cycling and domestic violence** at the Member forum in March, and put this into legal context from an health and safety perspective. As an HR Manager, being aware of external sources to help keep employees safe is invaluable and these are detailed within this article.

Cycling has never been so popular and the sheer growth of cyclists has contributed to an unfortunate growth in cycling casualties across London which is well documented in the national press. In 2014 there were 13 cyclists killed and 419 seriously injured on London's roads, 3 deaths and 20 seriously injured within the City alone. As an HR Director one of the most difficult conversations one can have is to tell employees and family members of just such a tragedy, let alone the damage for company morale and productivity.



Total casualties in the City 2000-2014 and 2020 target data

The City of London has specific targets in place to reduce the number of cycling casualties by half by 2020 and put into place a 1.5 mile per hour reduction in speed, both measures which will deliver a very positive impact on cycle safety. In the City of London much is being done to support cyclists including the implementation of **major infrastructure projects around Holborn and Aldgate** to improve the flow of traffic and provide specific cycle pathways to deliver significant safety benefits to cyclists currently navigating these challenging routes. Every one- way street in the City of London is now a two- way street for cyclists.

**The City of London** would like to invite your company to take up the **free 2- hour cycle training** accessible to anyone who works, lives or studies in the City. Tailored training is available to everybody at all levels from absolute beginners to advanced cyclists. A road safety roadshow is also offered which can be booked for your company together with a City Cyclists Accreditation Scheme which would link your corporate cycle parking allocation to cycle training.

To assist employers with policy development and communications, the City of London Corporation - under the leadership of Deputy Alderman Richard Regan - has produced a suggested policy and employee email template to keep cyclists safe. These can be downloaded from the City HR website (Publications/Toolkits) or available from the office.

Please contact the City of London's expert training providers for further information. Email [Sheila.Moules@cityoflondon.gov.uk](mailto:Sheila.Moules@cityoflondon.gov.uk) or call Sheila on 020 7332 1234.

Following a successfully received conference, 'Behind Closed Doors' which the City of London hosted in October 2015 aimed at City-based Facilities Managers, the City of London aims to disseminate resources and support available to HR Directors to focus on the taboo subject of the risks exposed by abusive partners.

On 29th December 2015 new legislation was introduced around coercive control which makes it illegal to coercively control someone in a relationship, including other members of the family irrespective of gender or sexuality.

**Robin Newman, Domestic Abuse Coordinator and Ayesha Fordham, Vulnerable Victim Advocate**, from the City of London gave a very succinct and detailed summary of what constitutes domestic abuse, dispelled the myths around this area, summarised the issues around power and control and explained how HR Managers might be able to help their employees who might be experiencing violence and intimidation at home. They made it clear that abuse can happen across social class, gender and sexuality and that one often has to challenge one's own assumptions as to the type of individual who might abuse a partner or family member.

The statistics are such that 2.1m people per year suffer some sort of domestic abuse which equates to 1.4m women (8.5% of the population) and 700,000 men (4.5% of the population). 7 women per month are killed by a current or former partner in England and Wales and 62% of children living with domestic abuse are directly harmed by the perpetrator of the abuse, as well as the harm caused by witnessing the abuse of others.

If I tell my employer I'm experiencing domestic abuse, I am going to lose my job

I am not sure who can help me

Much can be done to support employees in the workplace and HR can play a central role in ensuring that the correct signposting is available on the company intranet, within the staff handbook, via the Employee Assistance Programme, alerting security to a known issue with an employee and a suspected abuser and above all else, ensuring that the employee in question is able to access support at work through the City of London. **Ayesha Fordham, the Vulnerable Victim Advocate** is on hand to personally visit that individual at work and ensure that they are able to access the relevant and crucial support for them and their family members. If you know anyone who would benefit from free, confidential advice please call Ayesha on 07944 634 946. If you would like to learn more about the City of London's support for victims of domestic abuse, please contact **Robin Newman at [robin.newman@cityoflondon.gov.uk](mailto:robin.newman@cityoflondon.gov.uk) or on 020 7332 1639.**