

# Family violence: it is your business

**Engage to Change** McAuley's Employer Education Program



McAuley Community  
Services for Women

A ministry of the Sisters of Mercy

# McAuley's **Engage to Change** program

## Why family violence affects your business

### **Family violence affects many employees**

Recent surveys in Australia and overseas have estimated between 10–30% of employees may be affected by family violence in any 12 month period.

### **Family violence costs Australian business**

The estimated cost of family violence to Australian businesses each year is around \$13.6 billion. This loss is generated through lost productivity, increased use of sick leave, poor performance, absenteeism and recruitment costs. By 2021 this is expected to rise to \$20 billion.

### **Family violence is an equal opportunity issue**

In Australia it is estimated that family violence affects 1 in 3 women; two thirds of women experiencing family violence are in the workforce and many women lose their jobs as a direct result of family violence.

### **Family violence is an occupational health and safety concern**

Family violence can put workers at risk: not only the person experiencing the family violence, but their co-workers as well.

### **Family violence is a health care concern**

The short and long-term health effects of family violence are well documented and include (but are not limited to) mental health breakdown, stress related illness and physical injuries.

### **Family violence is a management issue**

When family violence has a significant, negative impact on an employee's productivity, it becomes a management issue.

### **Taking action in response to family violence works**

Family violence is a pervasive social issue that affects every area of our community. By working to change attitudes and behaviours in our workplaces we can work toward creating positive, healthy relationships both in and out of work.

### **Employers can make a difference**

By taking a few simple measures an employer can have a major impact on the life of an employee experiencing family violence.

Businesses that protect their people are not just doing the right thing, they are a crucial part of the solution.

Start now by ringing us on **03 9371 6600** to arrange for an appointment to learn more about Engage to Change and our Triple R training program.

## Engage to Change with McAuley

Through the Engage to Change social enterprise, McAuley helps employers and their employees to have a better understanding of how to deal with family violence in the workplace.

The program, known as Triple R, is based on McAuley's long-term experience of working with women who are homeless or at risk of homelessness due to family violence and/or mental illness.

We offer a suite of practical options for businesses to learn more about family violence and how you can help employees. It includes:

- Face-to-face interactive training sessions, tailored to suit your company's needs and led by an experienced facilitator
- A 20-minute e-learning package about the impacts of family violence on the workplace and what can be done to prevent it, and
- A phone app available from Google and Apple.

## What the Triple R program covers

The face-to-face training assists managers and HR teams to:

### **Recognise**

What family violence is, how it presents at work and why it is a business issue.

### **Respond**

What workplaces need to consider for their employees' mental wellbeing and organisational productivity in relationship to family violence and how to have those conversations with staff.

### **Refer**

Who to suggest your employees or colleagues contact for support about issues associated with family violence.



## Who are the sessions for?

The Triple R program is suitable for employers, HR managers or managers working with people. The e-learning package is suitable for staff once their managers have been trained through the Triple R program.


## The cost?

\$1,500 for a 90-minute training program, tailored according to each company's needs and including comprehensive notes and an introduction to our e-learning program.

The e-learning program is costed on a sliding scale depending on the number of employees in the business.

## How to book

To book a session or to find out more, please call 03 9371 6600 or email [mcsw@mcauleycsw.org.au](mailto:mcsw@mcauleycsw.org.au)



“We recognise the magnitude of family violence and believe that McAuley’s Triple R program is a good step in assisting employers to understand this pressing social issue and act for the benefit of their business and their workforce.”

**John Bailey**, Managing Director, Standard & Poor’s Ratings Services, Australia and New Zealand.



**201 women**  
**have been assisted**  
by McAuley Works



**134 employment places**  
have been made since  
early 2010



**45 women are**  
**no longer receiving**  
Centrelink payments



**with an annual saving**  
to taxpayers of around  
**\$1 million**



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## About McAuley Community Services for Women

McAuley works with women and their children who are homeless or at risk of homelessness as a result of family violence or mental illness.

McAuley is a Ministry of the Sisters of Mercy. Its three services are:

### **McAuley Care**

Victoria's only round-the-clock crisis accommodation and support for women and their children escaping domestic violence, as well as five refuges.

### **McAuley House**

Provides accommodation and support for women who are either homeless or at risk of homelessness, many with poor physical and mental health.

### **McAuley Works**

An intensive employment program that assists women to secure employment and increases their ability to support themselves financially.

McAuley also runs a social enterprise **Engage to Change** that offers training in the workplace for employers on family violence and its impact on business and staff.

All funds raised through **Engage to Change** are reinvested into McAuley Works' program to help women who have experienced family violence and who are either homeless or at risk of homelessness to get ready and find work.