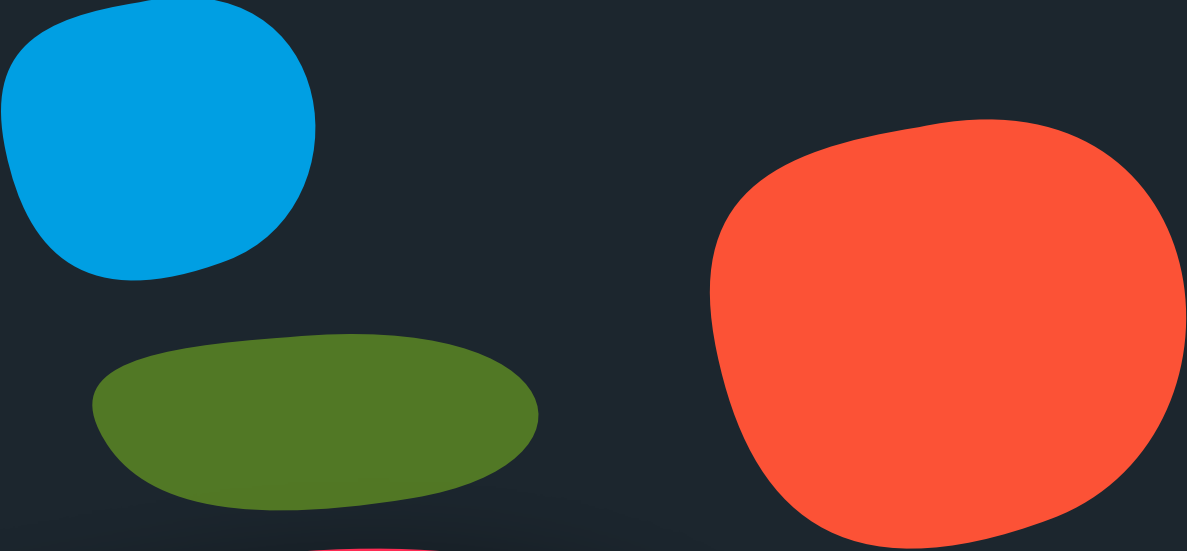




Educational tools

FOR BUSINESSES

HIDDEN WOUNDS

Introduction

In a rapidly changing world, we bear the responsibility to confront and illuminate the injustices that pervade our society. The statistics in the United Kingdom are particularly disturbing: **one in six girls and one in twenty boys** will encounter abuse during their childhood. In the year ending March 2024, over 2.3 million individuals aged 16 and over—1.6 million women and 712,000 men—suffered from domestic abuse. The repercussions of this violence are profound, leading not only to social exclusion and harassment but also imposing an staggering economic burden estimated at **£85 billion annually**. This figure encompasses costs associated with the criminal justice system, healthcare, and lost productivity.

Yet, the ramifications extend far beyond financial implications. They symbolize a significant opportunity for businesses to effect positive change. By implementing targeted initiatives that support employees facing domestic violence, companies can alleviate economic strain while transforming this pressing issue into a powerful catalyst for growth.

It is imperative for businesses to acknowledge their role in this critical fight for human dignity. By investing in awareness and support policies, they not only champion an essential social cause but also cultivate a workplace where every employee can thrive in a safe and supportive environment.

The play "**Hidden Wounds**" serves as more than a mere performance; it stands as a powerful instrument for raising awareness, designed to open minds and ignite crucial discussions. It calls for reflection and engagement, issuing a pressing appeal to action toward a more just and compassionate society.

Incorporating this vital work into your **business strategy** is a **meaningful** step towards a future where violence is unthinkable, and where every individual is empowered to realise their full potential. Together, let us champion this cause and create a safer, more equitable world for all.

**1 in 6 girls and
1 in 20 boys**

will be abused in childhood

(source NPCC : National Police Chiefs' Council)

2.3 million people

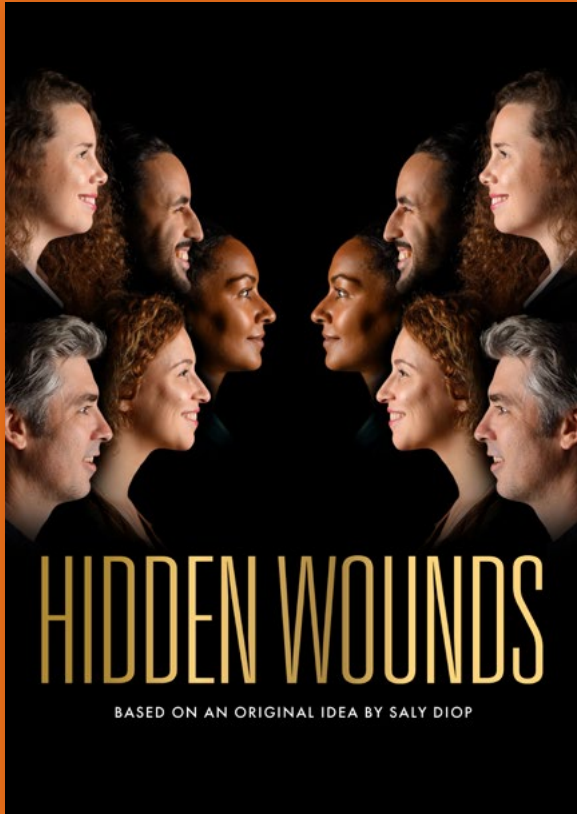
aged 16 years and over (**1.6 million women and 712,000 men**) experienced domestic abuse in year ending (YE) March 2024

(source ONS : Office for National Statistics)

£85 billion

per year is the estimated social and economic cost of domestic violence in the UK. This figure includes costs to the criminal justice system, healthcare, social care, housing, and lost productivity due to time off work, according to the Home Office and the Domestic Abuse Commissioner.

Presentation of the play



Title of the play : "HIDDEN WOUNDS"

Authors : Saly Diop and Emile Abossolo Mbo

Director : Olivier Maille

Duration : 1 hour

Audience : Suitable for ages 12 and up, with no upper age limit.

This play is presented in the form of a performance, primarily targeting professional and educational audiences. It is followed by a dynamic exchange with the audience, allowing for live feedback in the format of debates, conferences, or panel discussions. Subsequently, these discussions can continue in small groups, either as part of workplace training focused on **equal opportunities and violence prevention** or during classroom interventions addressing **sexism and equality of opportunity**.

Synopsis

Five thirty-somethings meet once a month at one of the group's homes to share, reflect, and support one another. Amel and Amar, the inseparable twins, Binta the determined, Romain the cerebral, and Laetitia the sensitive soul are bound by an unbreakable friendship, built on strong foundations of kindness and respect. However, this evening at Binta's, marking her housewarming party, promises to be different. Amel and Romain have a plan, one that could change their lives and destinies. The evening is set to be filled with emotions and unexpected twists.

Characters



Laetitia : Caring and sensitive, she is a protective figure for her loved ones, always prioritising their needs over her own. Adopted at birth, she has never known her biological parents.

Binta : Full of energy and of Malian descent, she was placed in care at the age of 15 after escaping a forced marriage. Always straightforward, she speaks her mind without hesitation. Behind her "strong character," there is a young woman bearing her own scars, who has worked tirelessly to study and achieve her dream job: judge.



Romain : Energetic and dynamic, he has a leader-like quality in a group. His weapon of choice is humour; he doesn't hesitate to crack a joke whenever the opportunity arises. Yet, behind this playful facade lies a man with a big heart who wants to make a difference.

Amel : Twin sister to Amar and of Maghrebien descent, she has started her own business. A down-to-earth individual, she cares for her surroundings with love and strength. With a difficult past, she dreams of freedom and justice, aspiring to be a "strong" woman, always knowing the right words to unite and inspire others. She aims to uplift those around her.



Amar : Twin brother to Amel and of Maghrebien descent, he is a combat sports champion and the latest addition to the group. Amar has a son with a disability. More reserved by nature, he tends to be cautious. He has fought many battles alone in life and is among those who find it challenging to ask for help.

The names and characteristics of the characters are currently being revised to better reflect the diversity of the British population.

Themes adressed

- Discrimination
- Racism
- Street harassment
- Bullying
- Social exclusion
- Disability
- Domestic violence
- Psychological abuse
- Child exploitation
- Forced marriage
- Female genital mutilation (FGM)
- Equality of opportunity and solidarity

Pedagogical interests

The play "**HIDDEN WOUNDS**" serves as an essential educational tool in the fight against violence and the promotion of equal opportunities. It provides a framework for:

- **Reflecting:** encouraging discussions on sensitive topics, including domestic violence in the workplace.
- **Educating:** raising awareness about issues of violence and discrimination.
- **Engaging:** inspiring a call to action while emphasising the social and economic impact of invisible violence on workplace productivity.
- **Developing:** motivating participants to consider concrete solutions to these societal challenges.

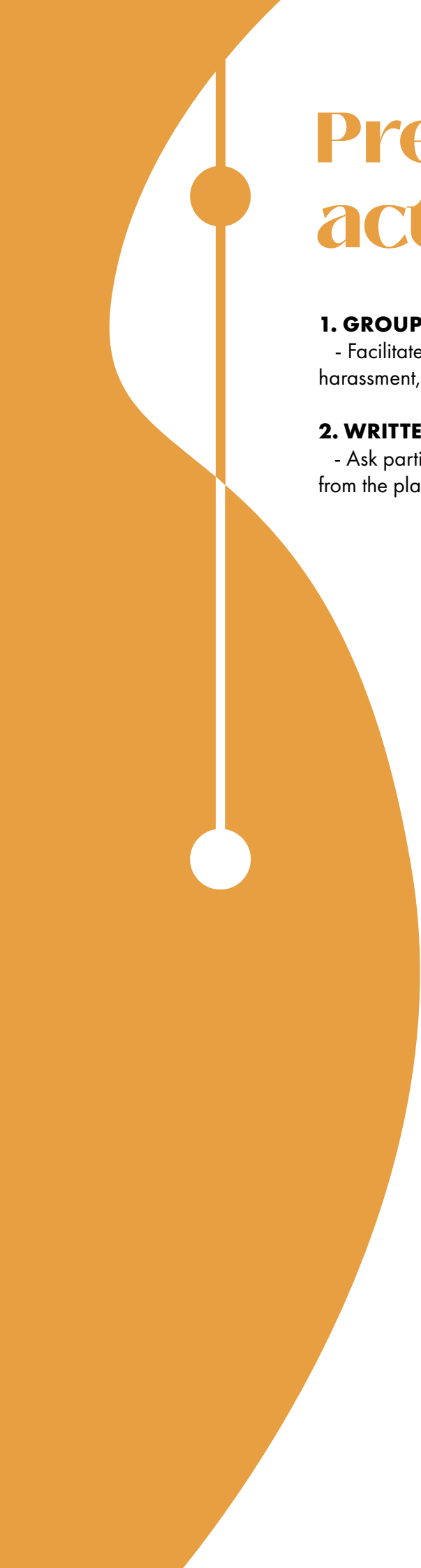
Pedagogical objectives

1. RAISE AWARENESS AND EDUCATE: Enhance understanding of issues related to violence, particularly in familial and professional contexts, and their impact on the economic life of businesses.

2. DEVELOP EMPATHY: Foster identification with the characters and situations, enabling participants to adopt different perspectives.

3. ENCOURAGE DISCUSSION: Create a safe space where participants can share their thoughts on these themes.

4. ENHANCE CRITICAL THINKING: Stimulate reflection on societal norms and prejudices, as well as the role of businesses in combating these forms of violence.



Preparatory activities

1. GROUP DISCUSSION:

- Facilitate a meeting to discuss the themes of the play, including discrimination, harassment, and domestic violence.

2. WRITTEN REFLECTION:

- Ask participants to write a piece or a journal entry on what they hope to learn from the play and how it may apply to their workplace environment.

Post-show activities

1. GROUP DEBRIEFING:

- Facilitate a discussion to share impressions of the performance and its connection to professional realities.
- Invite experts (psychologists, human resources specialists) to explore the impacts of violence on employee well-being and productivity in greater depth.

2. PERSONAL COMMITMENT:

- Encourage participants to draft a personal action plan outlining how they can contribute to a safer and more inclusive workplace.

Contacts and support resources

USEFUL CONTACT NUMBERS

101

NON-EMERGENCY POLICE NUMBER

*To report a crime
that is not urgent*

999

EMERGENCY SERVICES

Police, Fire, and Ambulance.

NATIONAL DOMESTIC VIOLENCE HELPLINE

Phone: **0808 2000 247**

Website : **womensaid.org.uk**

Provides free, confidential support 24/7 for women suffering from domestic violence.

MEN'S ADVICE LINE

Phone: **0808 801 0327**

Website : **mensadvice.org.uk**

A helpline for men who are victims of domestic violence, providing advice and information.

VICTIM SUPPORT

Phone: **0800 168 9111**

Website : **victimsupport.org.uk**

This service offers support to victims of crime, including domestic violence.

RAPE CRISIS

Phone: **0808 802 9999**

Website: **rapecrisis.org.uk**

A 24-hour service for victims of rape and sexual assault.

CHILDLINE

Phone : **0800 1111**

Website: **childline.org.uk**

Offers free support for children and young people who need help or want to talk about their problems.

SAMARITANS

Phone : **116 123**

Website: **samaritans.org**

A confidential listening service for anyone in distress or crisis.

ONLINE PLATFORMS

REFUGE

Website : **refuge.org.uk**

Provides information on available refuges for domestic violence victims, as well as practical advice.

NHS CHOICES

Website : **nhs.uk**

Information on mental health and resources for victims of domestic violence.

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Factsheet: economic consequences of domestic violence on businesses in the United Kingdom

Context

- Domestic violence (DV) encompasses various types of violent or abusive behaviours occurring within the home, including physical, psychological, emotional, and economic violence.
- In the UK, approximately 2.4 million adults experienced domestic violence in 2020, having notable repercussions not only on the victims but also on businesses and the economy.



Economic consequences for businesses

1. Loss of productivity

- Approximately 1.8 million working days are lost each year due to domestic violence.
- Employees who are victims may suffer from stress, anxiety, or depression, which impacts their performance and engagement at work.

2. Increased absenteeism

- Businesses report an increase in absences due to sick leave related to emotional or physical trauma.
- Around 20% of victims regularly miss work due to the consequences of domestic violence.

3. Management costs

- Businesses face additional costs to manage sick leave, recruit and train replacements, and implement support measures for their employees.
- Costs related to training and awareness regarding domestic violence can also strain budgets.

4. Decreased employee motivation and morale

The work environment may be negatively affected, leading to decreased motivation, a deterioration of team spirit, and increased turnover.

5. Legal and reputational risks

- Companies that fail to implement prevention and support measures may face legal action and damage to their reputation.
- Poor management of issues related to domestic violence can harm the company's image with clients and partners.

Recommendations for businesses

- **Raise awareness and train:** train staff on domestic violence and implement awareness programmes to enhance understanding.
- **Provide support to employee:** offer counselling services, helplines, and assistance programmes tailored to employee needs.
- **Encourage flexibility at work:** introduce flexible hours and remote working options to help victims manage their circumstances more easily.
- **Establish clear policies:** implement zero-tolerance policies towards all forms of violence and ensure a safe and respectful working environment.

Conclusion

Domestic violence represents a significant societal issue that also impacts the workplace. By adopting proactive measures, businesses can not only support their employees but also enhance their own effectiveness and economic performance.



Training: domestic violence

Understanding, Recognising, Supporting

"Become an active participant in the prevention and identification of domestic violence: a day dedicated to understanding, detecting, and acting effectively within your organisation."

Learning objectives

- Identify and recognise situations of domestic violence in the workplace.
- Understand the mechanisms and processes involved in domestic and familial violence.
- Distinguish between conflict and violence and adopt the appropriate professional stance.
- Learn to listen, collect testimonies without judgement, and guide victims towards appropriate support services.

Target Audience

HR professionals, managers, team leaders, prevention actors, health and social professionals within companies.

Teaching Methods

- Interactive theoretical contributions (presentations, quizzes, videos, testimonials).
- Concrete case studies and practical scenarios (role plays, situation analyses).
- Participatory workshops (brainstorming, group work, collective feedback).
- Various educational materials: slideshows, emotion cards, photo language, care documentation, and a summary booklet provided to each participant.
- Evaluation of learning through quizzes and collective discussions.

Training Content

- Immersive introduction.
- Identify and recognise situations of violence.
- Enable open dialogue and support.
- Understand domestic violence.
- The cycle of violence and its consequences.
- Summary and commitment.

Duration and Pricing

- Duration: 2 options (Half-day / Full Day)
- Price: Quotation available on request



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