



Psychological Safety: More Than a Buzzword

At KR HR & Training Consultancy, we attended the CIPD Festival of Work in June, and the one phrase that echoed through every keynote, panel, and conversation was “Psychological Safety”.

27th July 2025 is International Safe Places to Work Day. This is a reminder of the importance of creating psychological safe workplaces where people feel safe to speak up, share ideas, ask questions, and voice concerns without fear of judgment or retaliation.

But psychological safety goes beyond open communication and trust. For many experiencing domestic abuse, the workplace may be their only sanctuary - a place of routine, support, financial independence and temporary relief from harm. Employers have a unique opportunity to be a lifeline. By fostering safe, informed, and compassionate workplaces, we can help protect and empower those who need it most.

Why Psychological Safety Matters

Psychological safety isn't a “nice-to-have”—it's a must-have. It's the foundation of inclusive, innovative, and resilient workplaces. When employees feel secure, they thrive. When they thrive, businesses grow.

The Safe Workplace and Domestic Abuse

During the CIPD Festival of Work, Sharon Livermore MBE delivered a powerful session that underscored the critical role workplaces can play in supporting employees experiencing domestic abuse and how the workplace may be the only safe haven. Whilst the moral obligations of supporting employees affected by abuse may be obvious, there are also legal considerations. The statutory guidance published under the Domestic Abuse Act 2021 requires employers to consider the impact of domestic abuse on their team members.

Sharon's advocacy has led to the creation of *Sharon's Policy*, a free workplace domestic abuse policy available through Domestic Abuse Education.

Employers can also access free membership and practical resources from the Employers' Initiative on Domestic Abuse (EIDA). Employers can also benefit from The Survivors Trust's *Employers Against Abuse* programme, offering free training funded by the Home Office. These tools empower organisations to create trauma-informed, psychologically safe environments.

For further guidance, see our detailed article on domestic abuse and the workplace <https://krhrconsultancy.co.uk/domestic-abuse-a-workplace-issue/>

The Pressures Are Real

For many small businesses, balancing operational and financial pressures whilst supporting staff has never been greater, but it is in this climate where support is needed most. If one team member is struggling, it impacts everyone else. By listening to employees, identifying stress points, and implementing even small-scale wellbeing initiatives they can make a meaningful difference.

What Can Employers Do?

Identify Gaps: Start by listening. What do your people need? What's missing?

Open Conversations: Talking about mental health reduces stigma and builds trust.

Provide Training: Equip leaders and teams with mental health training.

Invest in Mental Health First Aid: Just like physical first aid, it can save lives.

Tailor Your Approach: One size doesn't fit all. Every organisation is different.

Implement a domestic abuse policy and raise awareness

Become a member of the Employers' Initiative on Domestic Abuse (EIDA) to access free resources, best practices and demonstrate commitment to tackle domestic abuse in the workplace.

Turning Awareness into Meaningful Change

This International Safe Places to Work Day, let's create spaces where people feel supported and ready to shine. Because when people feel safe, they do their best work and bring their best selves.

At KR HR & Training Consultancy, we are proud to have signed up to the Employers' Initiative on Domestic Abuse as an organisation and as HR professionals. In addition, we have developed our practice and capability in this area by:

- All of the team have attended webinars and talks by EIDA and Domestic Abuse Education and share our learning within the team and with employers.
- Becoming an Employers Against Abuse ambassador with the Survivors' Trust
- Kathryn qualifying as an accredited trainer with VictimFocus demonstrating knowledge and commitment to challenging abuse myths and supporting organisations to develop trauma-informed practices.

How is your organisation fostering psychological safety? If you need any support with developing your approach, get in touch as we would love to help.