

Vodafone Foundation Domestic Violence Survey

Table 1

X4. Sex of respondent.

Base: All respondents

	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
	Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Male	35	12	26	9	31	2	2	10	12	13	6	25	5	-
	18%a	29%	17%	18%	19%	13%	12%	18%	20%	15%	13%	18%	40%	-
Female	165	28	125	40	134	15	16	47	49	69	36	115	8	7
	82%	71%z	83%	82%	81%	87%	88%	82%	80%	85%	87%	82%	60%	100%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 2

X5. Classification of industry

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisa- tion (50- 249) (a)	Large organisa- tion (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Agriculture, Forestry and Fishing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mining and Quarrying, Electricity Gas and Air Conditioning Supply, Water Supply, Sewerage, Waste Management and Remediation Activities	3 1%	3 2%	-	-	3 6% z c	3 2%	-	-	1 1%	1 2%	1 1%	-	1 1%	1 11%	-
Manufacturing	35 17% c f j	29 18%	6 14%	-	35 71% z c	34 21% f	1 4%	-	17 29% z j	11 18%	8 9%	6 15%	25 18%	2 15%	2 28%
Construction	8 4% c	6 4%	2 5%	-	8 16% z c	8 5%	* 1%	-	3 6%	3 5%	2 2%	2 5%	5 4%	1 5%	-
Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles	35 17% a d h	22 14%	12 30%	35 23% z d	-	33 20%	2 10%	-	3 5%	15 25% h	16 20% h	10 23%	22 16%	3 21%	-
Transportation and Storage	3 2%	2 1%	1 3%	-	3 7% z c	3 2%	* 1%	-	1 1%	* 3%	2 3%	1 2%	3 2%	-	-
Accommodation and Food Service Activities	10 5%	6 4%	3 8%	10 6%	-	10 6%	-	-	1 2%	2 3%	7 8%	2 4%	7 5%	1 8%	-
Information and Communication	12 6%	12 8%	-	12 8%	-	11 7%	* 2%	1 4%	5 8%	2 4%	5 7%	1 3%	11 8%	-	-
Financial and Insurance Activities	5 2%	5 3%	-	5 3%	-	4 3%	* 2%	-	1 2%	2 4%	1 2%	1 2%	4 3%	-	-
Real Estate Activities	3 2%	2 1%	1 2%	3 2%	-	2 1%	-	1 5%	2 4%	-	1 1%	-	3 2%	-	-
Professional, Scientific and Technical Activities	19 10% d h	19 12% z	* 1%	19 13% z d	-	19 11%	1 5%	-	2 3%	6 11%	11 14% h	6 14%	13 9%	-	1 14%
Administrative and Support Service Activities	7 4%	5 3%	2 4%	7 5%	-	5 3%	1 5%	1 7%	1 2%	2 3%	4 5%	3 7%	3 2%	1 8%	-

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Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Public administration and defence	3 2%	3 2%	1 2%	3 2%	-	-	3 19%ze	-	1 1%	2 4%	* *	1 2%	2 1%	-	1 7%
Education	18 9%de	12 8%	6 14%	18 12%de	-	8 5%	8 46%ze	2 12%	9 15%	4 6%	5 7%	3 8%	13 9%	2 13%	-
Human Health and Social Work Activities	9 5%e	7 4%	2 6%	9 6%	-	3 2%	* 2%	6 31%	1 2%	3 5%	5 6%	4 10%	5 4%	-	-
Arts, Entertainment and Recreation	5 2%e	5 3%	- -	5 3%	-	1 1%	- -	3 18%	2 4%	3 4%	- -	1 2%	4 3%	-	-
Other Service Activities	25 13%dfk	22 14%	4 9%	25 17%zd	-	21 13%	* 2%	4 23%	8 14%	4 7%	13 16%	1 2%	19 13%	2 19%	3 50%
Service sector, including retail, financial services and leisure	151 75%deh	120 75%	31 77%	151 100%zd	-	117 71%	16 94%ze	18 100%	35 62%	46 75%	70 85%zh	32 78%	105 75%	9 69%	5 72%
Manufacturing, production and construction, transportation	49 25%cfj	40 25%	9 23%	- -	49 100%zc	48 29%zf	1 6%	-	22 38%zj	15 25%	12 15%	9 22%	34 25%	4 31%	2 28%

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Table 3

X5c. And which of the following sectors does your organisation work in?

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
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Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Private sector	165	135	30	117	48	165	-	-	49	47	69	35	116	9	6
	83% cf	84%	75%	78%	98% zc	100% zf	-	-	86%	77%	84%	84%	83%	68%	88%
Public sector	17	12	5	16	1	-	17	-	5	7	5	3	12	2	1
	9% e	8%	13%	11%	2%	-	100% ze	-	8%	12%	6%	6%	9%	13%	12%
Third sector (charity, not-for-profit)	18	13	5	18	-	-	-	18	3	7	8	4	11	2	-
	9% de	8%	13%	12% zd	-	-	-	100%	6%	11%	9%	10%	8%	19%	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Table 4

X6. How many members of staff does your organisation employ in the UK? Please include both full-time and part-time employees working 12 hours or more a week. Please include freelancers working regularly for your company.

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
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Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
0-49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50-99	68 34% k	68 42% z	-	51 34%	17 34%	60 37%	5 27%	3 17%	18 32%	26 42%	24 29%	7 17%	59 42% zk	2 14%	-
100-199	74 37%	74 47% z	-	56 37%	18 37%	60 36%	4 26%	10 55%	22 38%	21 35%	32 39%	16 39%	49 35%	5 41%	4 65%
200-249	18 9%	18 11% z	-	12 8%	5 10%	15 9%	3 18%	-	6 10%	2 4%	9 11%	3 6%	13 10%	1 5%	1 14%
250-499	25 13% al	-	25 63%	19 12%	6 13%	20 12%	1 9%	3 19%	7 12%	5 7%	14 17%	13 31% zl	10 7%	1 9%	1 16%
500 or more	15 7% a	-	15 37%	12 8%	3 5%	10 6%	4 21% ze	2 9%	4 7%	7 12%	3 4%	3 6%	8 6%	4 31%	* 5%
Medium business	160 80% k	160 100% z	-	120 79%	40 82%	135 82%	12 71%	13 72%	46 81%	49 80%	65 79%	26 63%	121 87% zk	8 60%	5 79%
Large business	40 20% al	-	40 100%	31 21%	9 18%	30 18%	5 29%	5 28%	11 19%	12 20%	17 21%	15 37% zl	18 13%	5 40%	1 21%

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Vodafone Foundation Domestic Violence Survey

Table 5

X7. Thinking of those working 12 hours or more a week, what percentage of your organisation's workforce in the UK is female? If you don't know exactly, please give your best estimate

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
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1	1 *	1 1%	-	-	1 2%	1 *	-	-	1 1%	-	-	-	1 1%	-	-
2	3 2%	1 1%	2 4%	1 1%	2 4%	3 2%	-	-	3 5%zj	-	-	2 4%	1 1%	-	-
3	3 1%	3 2%	-	2 1%	1 2%	2 1%	1 5%	-	1 1%	1 1%	1 1%	-	3 2%	-	-
5	4 2%c	4 3%	-	1 1%	3 6%c	4 3%	-	-	3 5%	1 2%	-	-	3 3%	1 7%	-
6	2 1%	2 1%	-	-	2 5%zc	2 1%	-	-	2 3%	-	1 1%	-	2 2%	-	-
7	1 *	1 1%	-	-	1 2%	1 *	-	-	1 1%	-	-	-	1 1%	-	-
8	2 1%	2 1%	-	1 *	1 3%	1 1%	1 3%	-	1 1%	-	1 2%	1 3%	* *	-	-
10	10 5%c	8 5%	2 4%	1 1%	9 19%zc	10 6%	-	-	5 9%	3 5%	2 3%	1 2%	9 7%	-	-
15	9 5%	6 4%	3 9%	6 4%	3 7%	9 5%	* 2%	-	4 6%	1 2%	4 5%	4 11%	5 3%	-	-
16	1 *	1 1%	-	-	1 2%	1 *	-	-	1 1%	-	-	-	1 1%	-	-
18	1 *	1 1%	-	-	1 2%	1 *	-	-	1 1%	-	-	1 2%	-	-	-
20	12 6%	12 7%	* 1%	8 5%	4 7%	12 7%	* 1%	-	-	5 8%	7 8%h	2 5%	8 6%	1 11%	-
25	13 6%	9 6%	3 9%	10 7%	2 5%	13 8%	-	-	4 8%	6 10%	3 3%	2 4%	11 8%	-	-

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Table 5

X7. Thinking of those working 12 hours or more a week, what percentage of your organisation's workforce in the UK is female? If you don't know exactly, please give your best estimate

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
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Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
30	11 5%	9 6%	2 4%	7 5%	4 8%	11 6%	* 2%	-	3 6%	4 6%	4 5%	-	11 8%	-	-
31	1 1%	1 1%	-	1 1%	-	1 1%	-	-	1 2%	-	-	-	1 1%	-	-
33	1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	1 1%	-	-
34	3 1%	-	3 7%	2 1%	1 2%	3 2%	-	-	-	-	3 3%	2 4%	1 1%	-	-
35	3 1%a	1 1%	2 4%	3 2%	-	3 2%	-	-	-	-	3 3%	2 4%	1 1%	-	-
40	18 9%j	15 10%	3 7%	15 10%	3 6%	17 10%	1 9%	-	9 15%j	7 11%	3 4%	3 7%	14 10%	-	2 31%
42	1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	1 1%	-	-
44	1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	1 1%	-	-
45	9 5%	8 5%	2 4%	7 5%	2 4%	9 5%	-	1 3%	-	1 2%	8 10%zh	2 6%	5 4%	2 13%	-
47	1 1%	1 1%	-	1 1%	-	1 1%	-	-	1 2%	-	-	1 3%	-	-	-
48	1 *	1 *	-	1 *	-	-	-	1 4%	1 1%	-	-	1 2%	-	-	-
49	1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	1 1%	-	-
50	15 8%	11 7%	4 11%	11 8%	4 8%	11 7%	3 18%ze	1 7%	3 5%	6 10%	6 7%	3 8%	10 7%	1 7%	1 16%
52	3 1%	2 1%	1 2%	3 2%	-	2 1%	-	1 3%	-	-	3 3%	1 2%	1 1%	1 5%	-

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55	7 4%	5 3%	2 5%	6 4%	1 1%	7 4%	* 2%	-	1 2%	4 6%	2 2%	1 2%	4 3%	2 13%	-
56	1 *	1 *	-	1 *	-	-	1 3%ze	-	1 1%	-	-	-	-	-	1 7%
58	1 *	1 *	-	1 *	-	-	1 3%ze	-	1 1%	-	-	-	1 *	-	-
60	19 10% ^d	19 12%	1 2%	19 13% ^{zd}	-	13 8%	4 22% ^{ze}	3 14%	5 8%	9 14%	6 7%	1 4%	17 12%	1 8%	* 5%
61	* *	- *	* 1%	* *	-	-	* 2% ^e	-	-	* 1%	-	-	* *	-	-
64	1 *	1 *	-	- -	1 1%	1 *	- -	-	-	-	1 1%	-	-	1 5%	-
65	8 4% ^j	7 4%	1 3%	7 4%	2 3%	5 3%	1 7%	2 12%	3 5%	5 7%	1 1%	3 8%	4 3%	-	1 12%
67	* *	- -	* 1%	* *	-	-	* 2% ^e	-	-	* 1%	-	-	-	* 2%	-
68	1 *	- -	1 1%	1 *	-	-	1 3% ^{ze}	-	1 1%	-	-	-	-	1 4%	-
69	* *	* *	-	* *	-	-	* 2% ^{ze}	-	-	-	*	-	*	-	-
70	11 6%	7 4%	5 12%	11 8%	-	7 4%	1 3%	4 20%	1 1%	2 3%	9 11% ^{zh}	5 12%	5 4%	1 5%	1 14%
75	3 1%	2 1%	1 2%	3 2%	-	2 1%	-	1 3%	-	-	3 3%	1 1%	2 1%	-	-
80	7 4%	6 4%	1 3%	7 5%	-	4 3%	* 2%	3 16%	2 3%	2 4%	3 4%	-	6 5%	1 8%	-

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Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
85	1	1	-	1	-	-	*	1	-	-	1	-	*	1	-
	*	1%	-	1%	-	-	2%e	3%	-	-	1%	-	*	5%	-
90	2	2	1	2	-	1	-	1	-	1	2	-	1	-	1
	1%	1%	1%	1%	-	1%	-	7%	-	1%	2%	-	1%	-	14%
95	1	1	-	1	-	1	-	-	1	-	-	1	-	-	-
	1%	1%	-	1%	-	1%	-	-	2%	-	-	3%	-	-	-
Mean	41.36deh	41.05	42.61	47.36zd	23.02	37.65	51.48ze	67.65	33.72	42.82	45.75zh	42.37	39.33	51.59	58.24
SD	22.66	22.84	22.19	20.77	18.01	21.69	19.67	12.70	24.06	20.67	21.89	23.27	22.31	22.44	18.26
SE	1.63	1.83	3.60	1.75	2.47	1.85	3.32	2.71	3.19	3.19	2.25	3.77	1.93	5.79	6.90
Don't know	5	4	1	4	1	3	1	1	-	3	2	1	3	1	-
	3%	3%	3%	3%	2%	2%	7%	7%	-	6%	2%	3%	2%	8%	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 6

X8. In which region is your organisation based? By this we mean in which region is your organisation's UK head office based

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
North East	4 2%	4 3%	-	3 2%	2 3%	4 3%	-	-	4 7%zj	-	-	1 3%	3 2%	-	-
North West	19 9%cij	14 9%	5 13%	10 7%	9 18%zc	17 11%	1 8%	-	19 33%zij	-	-	3 6%	15 11%	1 11%	-
Yorkshire and the Humber	16 8%j	16 10%	1 1%	11 7%	5 11%	13 8%	3 17%	1 4%	16 28%zij	-	-	5 13%	10 7%	1 4%	1 7%
East Midlands	17 9%hj	15 9%	3 6%	10 7%	7 14%	13 8%	2 11%	3 14%	- -	17 28%zhj	-	2 5%	12 9%	3 27%	-
West Midlands	15 8%j	13 8%	2 5%	11 7%	4 8%	12 8%	2 12%	1 3%	- -	15 25%zhj	-	- -	14 10%	1 8%	-
East of England	6 3%	6 4%	-	3 2%	3 6%	5 3%	1 5%	-	- -	6 10%zhj	-	1 3%	4 3%	-	-
London	28 14%dhi	24 15%	3 8%	26 17%zd	2 3%	23 14%	2 10%	3 16%	- -	- -	28 34%zhi	7 17%	15 11%	4 30%	1 19%
South East	40 20%ahi	28 17%	12 31%	31 21%	9 19%	34 21%	2 14%	4 23%	- -	- -	40 49%zhi	10 24%	28 20%	1 5%	2 31%
South West	14 7%	13 8%	1 3%	13 8%	1 3%	12 7%	1 6%	1 3%	- -	- -	14 17%zhi	2 5%	10 7%	2 13%	-
Wales	13 7%aj	8 5%	6 14%	12 8%	1 3%	8 5%	2 14%	3 14%	- -	13 22%zhj	-	2 4%	11 8%	* 2%	-
Scotland	18 9%j	13 8%	5 14%	12 8%	6 12%	15 9%	1 3%	3 15%	18 32%zij	-	-	5 11%	12 9%	-	1 12%
Northern Ireland	10 5%l	8 5%	2 5%	9 6%	* *	8 5%	* 1%	1 7%	- -	10 16%zhj	-	4 9%	4 3%	-	2 31%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 7

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?

SUMMARY TABLE

Base: All respondents

	Bullying and harassment	Conduct	Discipline	Maternity	Paternity	Equality and diversity	Special leave	Mental health	Parenthood and childcare	Training and compliance	Employee well-being	Domestic abuse
Unweighted Total	200	200	200	200	200	200	200	200	200	200	200	200
Weighted Total	200	200	200	200	200	200	200	200	200	200	200	200
Yes	171 85%	164 82%	174 87%	161 81%	163 81%	160 80%	144 72%	82 41%	139 69%	159 80%	137 68%	16 8%
No	29 15%	36 18%	26 13%	37 19%	37 19%	38 19%	55 28%	114 57%	61 31%	36 18%	62 31%	182 91%
Don't know	-	-	-	1 1%	-	1 1%	1 *	4 2%	-	4 2%	1 *	2 1%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Vodafone Foundation Domestic Violence Survey

Table 8

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline? - Yes

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Discipline	174 87%	137 86%	36 91%	127 84%	47 96% zc	141 86%	17 98% z	16 87%	52 91%	54 89%	67 82%	37 89%	122 88%	9 71%	6 86%
Bullying and harassment	171 85%	136 85%	35 87%	125 83%	45 92%	139 84%	17 100% ze	15 82%	51 90%	50 82%	69 84%	37 89%	117 84%	11 87%	6 86%
Conduct	164 82%	129 81%	35 87%	119 79%	45 91% z	135 82%	16 96% z	12 68%	47 82%	51 83%	66 81%	32 78%	116 83%	9 71%	7 100%
Paternity	163 81%	129 81%	33 83%	122 81%	40 82%	131 79%	16 95% z	16 87%	50 87%	49 80%	64 78%	35 85%	114 82%	8 63%	6 86%
Maternity	161 81%	127 79%	35 87%	120 80%	41 84%	129 78%	16 96% ze	16 87%	47 83%	50 82%	64 78%	35 85%	112 80%	9 71%	6 86%
Equality and diversity	160 80% ae	124 77%	37 92%	118 78%	42 87%	126 76%	17 100% ze	17 97%	47 82%	48 79%	65 80%	33 81%	113 81%	8 65%	6 88%
Training and compliance	159 80%	128 80%	31 77%	119 79%	40 81%	129 78%	15 87%	16 88%	45 78%	45 74%	69 85%	33 79%	112 81%	10 75%	5 69%
Special leave	144 72% ae	114 71%	30 76%	110 73%	34 69%	111 67%	17 99% ze	16 90%	37 66%	48 78%	59 72%	31 74%	99 71%	10 76%	5 74%
Parenthood and childcare	139 69%	114 71%	25 63%	106 71%	32 66%	111 67%	13 77%	15 83%	37 66%	48 79%	53 65%	34 82%	96 69%	5 37%	5 66%
Employee well-being	137 68%	105 66%	32 79%	107 71%	30 61%	112 68%	13 78%	11 62%	40 70%	39 64%	58 70%	32 78%	89 64%	10 75%	6 86%
Mental health	82 41%	61 38%	20 51%	59 39%	23 47%	61 37%	11 66% ze	9 51%	25 44%	23 38%	34 41%	21 51%	51 37%	5 37%	5 78%
Domestic abuse	16 8% e	15 9%	1 2%	13 9%	3 5%	8 5%	4 24% ze	4 20%	5 9%	5 9%	5 6%	2 6%	9 7%	1 9%	3 43%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 9

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline? - No

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Domestic abuse	182 91% _f	143 90%	39 98%	136 90%	46 95%	155 94% _{zf}	13 76%	14 80%	52 91%	56 91%	75 91%	39 94%	129 93%	11 91%	3 43%
Mental health	114 57% _f	94 59%	20 49%	88 58%	26 53%	99 60% _f	6 34%	9 49%	32 56%	36 59%	46 57%	20 49%	85 61%	7 55%	1 22%
Employee well-being	62 31%	54 34%	8 21%	43 29%	19 39%	52 31%	4 22%	7 38%	17 30%	22 36%	23 28%	9 22%	50 36%	3 25%	-
Parenthood and childcare	61 31%	46 29%	15 37%	44 29%	17 34%	54 33%	4 23%	3 17%	20 34%	13 21%	29 35%	8 18%	43 31%	8 63%	2 34%
Special leave	55 28% _f	45 28%	10 24%	41 27%	14 29%	53 32% _{zf}	* 1%	2 10%	19 33%	13 22%	23 28%	11 26%	40 28%	3 24%	2 26%
Equality and diversity	38 19% _f	35 22%	3 8%	33 22%	5 11%	38 23% _{zf}	- -	1 3%	10 18%	12 19%	17 20%	7 16%	26 19%	4 35%	1 12%
Paternity	37 19% _f	31 19%	7 17%	29 19%	9 18%	34 21%	1 5%	2 13%	7 13%	12 20%	18 22%	6 15%	25 18%	5 37%	1 14%
Maternity	37 19% _f	32 20%	5 13%	30 20%	8 16%	34 21% _f	1 4%	2 13%	8 15%	11 18%	18 22%	6 15%	26 19%	4 29%	1 14%
Training and compliance	36 18%	29 18%	7 18%	29 19%	7 15%	33 20%	2 13%	2 9%	11 19%	14 22%	12 15%	9 21%	22 16%	3 25%	2 31%
Conduct	36 18% _{df}	31 19%	5 13%	32 21%	4 9%	30 18%	1 4%	6 32%	10 18%	10 17%	16 19%	9 22%	23 17%	4 29%	-
Bullying and harassment	29 15% _f	24 15%	5 13%	25 17%	4 8%	26 16% _f	- -	3 18%	6 10%	11 18%	13 16%	5 11%	22 16%	2 13%	1 14%
Discipline	26 13% _{df}	23 14%	4 9%	24 16% _d	2 4%	24 14%	* 2%	2 13%	5 9%	7 11%	15 18%	4 11%	17 12%	4 29%	1 14%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 10

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?

Bullying and harassment

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	171 85%	136 85%	35 87%	125 83%	45 92%	139 84%	17 100%ze	15 82%	51 90%	50 82%	69 84%	37 89%	117 84%	11 87%	6 86%
No	29 15% ^f	24 15%	5 13%	25 17%	4 8%	26 16% ^f	-	3 18%	6 10%	11 18%	13 16%	5 11%	22 16%	2 13%	1 14%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 11

**Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?
Conduct**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	164 82%	129 81%	35 87%	119 79%	45 91% ^z	135 82%	16 96% ^z	12 68%	47 82%	51 83%	66 81%	32 78%	116 83%	9 71%	7 100%
No	36 18% ^{df}	31 19%	5 13%	32 21%	4 9%	30 18%	1 4%	6 32%	10 18%	10 17%	16 19%	9 22%	23 17%	4 29%	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 12

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?
Discipline

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	174 87%	137 86%	36 91%	127 84%	47 96% zc	141 86%	17 98% z	16 87%	52 91%	54 89%	67 82%	37 89%	122 88%	9 71%	6 86%
No	26 13% df	23 14%	4 9%	24 16% d	2 4%	24 14%	* 2%	2 13%	5 9%	7 11%	15 18%	4 11%	17 12%	4 29%	1 14%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 13

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?

Maternity

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	161 81%	127 79%	35 87%	120 80%	41 84%	129 78%	16 96%ze	16 87%	47 83%	50 82%	64 78%	35 85%	112 80%	9 71%	6 86%
No	37 19% ^f	32 20%	5 13%	30 20%	8 16%	34 21% ^f	1 4%	2 13%	8 15%	11 18%	18 22%	6 15%	26 19%	4 29%	1 14%
Don't know	1 1%	1 1%	-	1 1%	-	1 1%	-	-	1 2%	-	-	-	1 1%	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 14

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?

Paternity

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	163 81%	129 81%	33 83%	122 81%	40 82%	131 79%	16 95% ^z	16 87%	50 87%	49 80%	64 78%	35 85%	114 82%	8 63%	6 86%
No	37 19% ^f	31 19%	7 17%	29 19%	9 18%	34 21%	1 5%	2 13%	7 13%	12 20%	18 22%	6 15%	25 18%	5 37%	1 14%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 15

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?
Equality and diversity

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	160 80%ae	124 77%	37 92%	118 78%	42 87%	126 76%	17 100%ze	17 97%	47 82%	48 79%	65 80%	33 81%	113 81%	8 65%	6 88%
No	38 19%f	35 22%	3 8%	33 22%	5 11%	38 23%zf	-	1 3%	10 18%	12 19%	17 20%	7 16%	26 19%	4 35%	1 12%
Don't know	1 1%	1 1%	-	-	1 3%	1 1%	-	-	-	1 2%	-	1 3%	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 16

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?
Special leave

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	144 72% ^e	114 71%	30 76%	110 73%	34 69%	111 67%	17 99% ^{ze}	16 90%	37 66%	48 78%	59 72%	31 74%	99 71%	10 76%	5 74%
No	55 28% ^f	45 28%	10 24%	41 27%	14 29%	53 32% ^{zf}	* 1%	2 10%	19 33%	13 22%	23 28%	11 26%	40 28%	3 24%	2 26%
Don't know	1 *	1 1%	-	-	1 2%	1 *	-	-	1 1%	-	-	-	1 1%	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 17

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?

Mental health

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	82 41%	61 38%	20 51%	59 39%	23 47%	61 37%	11 66%ze	9 51%	25 44%	23 38%	34 41%	21 51%	51 37%	5 37%	5 78%
No	114 57% ^f	94 59%	20 49%	88 58%	26 53%	99 60% ^f	6 34%	9 49%	32 56%	36 59%	46 57%	20 49%	85 61%	7 55%	1 22%
Don't know	4 2%	4 3%	-	4 3%	-	4 3%	-	-	-	2 4%	2 2%	-	3 2%	1 8%	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 18

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?

Parenthood and childcare

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	139 69%	114 71%	25 63%	106 71%	32 66%	111 67%	13 77%	15 83%	37 66%	48 79%	53 65%	34 82%	96 69%	5 37%	5 66%
No	61 31%	46 29%	15 37%	44 29%	17 34%	54 33%	4 23%	3 17%	20 34%	13 21%	29 35%	8 18%	43 31%	8 63%	2 34%
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 19

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?
Training and compliance

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	159 80%	128 80%	31 77%	119 79%	40 81%	129 78%	15 87%	16 88%	45 78%	45 74%	69 85%	33 79%	112 81%	10 75%	5 69%
No	36 18%	29 18%	7 18%	29 19%	7 15%	33 20%	2 13%	2 9%	11 19%	14 22%	12 15%	9 21%	22 16%	3 25%	2 31%
Don't know	4 2%	3 2%	2 4%	3 2%	2 4%	4 2%	-	1 3%	2 3%	2 4%	1 1%	-	4 3%	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 20

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?
Employee well-being

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	137 68%	105 66%	32 79%	107 71%	30 61%	112 68%	13 78%	11 62%	40 70%	39 64%	58 70%	32 78%	89 64%	10 75%	6 86%
No	62 31%	54 34%	8 21%	43 29%	19 39%	52 31%	4 22%	7 38%	17 30%	22 36%	23 28%	9 22%	50 36%	3 25%	-
Don't know	1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	-	-	1 14%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 21

Q1a. Beyond adhering to employment statute, in which of the following areas has your organisation developed its own specific employee policy or guideline?
Domestic abuse

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	16 8% ^e	15 9%	1 2%	13 9%	3 5%	8 5%	4 24% ^{ze}	4 20%	5 9%	5 9%	5 6%	2 6%	9 7%	1 9%	3 43%
No	182 91% ^f	143 90%	39 98%	136 90%	46 95%	155 94% ^{zf}	13 76%	14 80%	52 91%	56 91%	75 91%	39 94%	129 93%	11 91%	3 43%
Don't know	2 1%	2 1%	-	2 1%	-	2 1%	-	-	-	-	2 2%	-	1 1%	-	1 14%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 22

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

SUMMARY TABLE

Base: All respondents

	Bullying and harassment	Conduct	Discipline	Maternity	Paternity	Equality and diversity	Special leave	Mental health	Parenthood and childcare	Training and compliance	Employee well-being	Domestic abuse
Unweighted Total	200	200	200	200	200	200	200	200	200	200	200	200
Weighted Total	200	200	200	200	200	200	200	200	200	200	200	200
Yes	69 35%	85 42%	78 39%	58 29%	64 32%	108 54%	39 20%	116 58%	59 29%	115 57%	123 61%	37 19%
No	129 64%	114 57%	121 60%	139 70%	134 67%	90 45%	158 79%	81 41%	139 70%	83 42%	75 37%	156 78%
Don't know	1 1%	1 1%	1 1%	2 1%	2 1%	2 1%	2 1%	2 1%	2 1%	2 1%	2 1%	7 3%
Prefer not to answer	1 *	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Vodafone Foundation Domestic Violence Survey

Table 23

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months? - Yes

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Employee well-being	123 61%a	93 58%	30 75%	89 59%	34 70%	98 59%	14 83%ze	11 61%	32 56%	36 59%	55 67%	26 63%	80 58%	10 80%	7 95%
Mental health	116 58%	90 56%	26 65%	85 56%	31 63%	93 56%	13 75%z	11 61%	34 59%	30 49%	53 64%	22 53%	82 59%	9 69%	3 50%
Training and compliance	115 57%	97 60%	18 45%	87 58%	27 56%	95 58%	11 62%	9 51%	33 58%	36 59%	46 56%	22 54%	80 58%	7 52%	6 83%
Equality and diversity	108 54%h	82 51%	25 64%	86 57%	22 44%	83 50%	12 70%z	13 70%	21 37%	36 59%h	51 62%zh	22 54%	68 49%	11 85%	7 100%
Conduct	85 42%h	67 42%	18 45%	66 43%	19 39%	69 42%	10 56%	6 34%	17 29%	31 50%	38 46%	19 47%	53 38%	7 55%	5 79%
Discipline	78 39%	60 38%	18 44%	58 38%	20 41%	63 38%	11 62%ze	4 22%	21 36%	28 46%	29 35%	17 40%	50 36%	6 47%	5 79%
Bullying and harassment	69 35%al	50 31%	20 49%	51 33%	19 38%	54 33%	10 56%ze	5 30%	17 29%	20 33%	32 39%	20 48%l	38 28%	7 53%	4 65%
Paternity	64 32%a	45 28%	19 47%	48 32%	16 33%	53 32%	6 38%	5 27%	18 31%	17 27%	30 36%	16 38%	41 29%	6 49%	1 22%
Parenthood and childcare	59 29%	43 27%	16 39%	48 32%	11 22%	46 28%	8 44%z	5 30%	13 23%	15 25%	30 37%z	14 33%	37 27%	6 47%	1 22%
Maternity	58 29%	42 26%	16 41%	48 32%	11 22%	48 29%	6 38%	4 23%	15 27%	17 27%	26 32%	13 32%	38 28%	6 44%	1 22%
Special leave	39 20%	28 18%	11 28%	31 20%	9 18%	30 18%	6 35%ze	3 19%	7 13%	9 14%	23 29%zh	8 20%	24 17%	5 43%	1 22%
Domestic abuse	37 19%el	26 16%	11 28%	29 19%	8 16%	24 14%	6 35%ze	7 40%	9 16%	11 17%	17 21%	11 26%l	17 12%	5 38%	4 64%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 24

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months? - No

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Special leave	158 79%fj	131 82%	28 69%	118 78%	40 82%	134 81%f	11 63%	14 76%	49 85%j	52 86%	57 70%	32 77%	114 82%	7 57%	5 74%
Domestic abuse	156 78%f	131 82%z	25 62%	116 77%	40 81%	137 83%zf	10 58%	9 51%	47 82%	49 80%	60 73%	27 66%	119 85%zk	8 62%	2 31%
Maternity	139 70%	117 73%z	22 56%	101 67%	38 78%	117 71%	9 55%	13 72%	41 71%	43 71%	55 68%	27 66%	100 72%	7 56%	5 74%
Parenthood and childcare	139 70%fj	116 73%	23 57%	101 67%	38 78%	118 72%	9 54%	12 64%	43 75%	46 75%	51 62%	27 64%	101 72%	7 53%	5 74%
Paternity	134 67%	115 72%z	19 48%	101 67%	33 67%	112 68%	10 60%	12 64%	38 67%	44 73%	51 63%	24 58%	98 71%	6 51%	5 74%
Bullying and harassment	129 64%f	110 69%z	19 48%	99 66%	30 60%	110 67%f	7 42%	12 64%	39 69%	41 67%	49 60%	21 50%	100 72%zk	6 47%	2 31%
Discipline	121 60%f	100 62%	21 52%	92 61%	29 59%	102 62%f	6 36%	13 72%	35 62%	33 54%	53 64%	24 57%	89 64%	7 53%	1 16%
Conduct	114 57%	93 58%	21 52%	84 56%	30 61%	96 58%	7 42%	11 61%	39 69%z	30 50%	44 54%	21 51%	86 62%	6 45%	1 16%
Equality and diversity	90 45%j	77 48%	14 34%	63 42%	28 56%	81 49%	5 30%	4 24%	35 62%zj	25 41%	30 37%	18 44%	70 50%z	2 15%	-
Training and compliance	83 42%	63 39%	21 51%	61 41%	22 44%	69 42%	6 36%	8 44%	23 40%	25 41%	35 42%	18 44%	58 42%	6 48%	1 12%
Mental health	81 41%f	69 43%	13 32%	63 42%	18 37%	71 43%f	4 23%	6 34%	22 39%	31 51%	28 34%	19 45%	56 40%	4 31%	3 45%
Employee well-being	75 37%f	66 41%z	9 22%	60 40%	15 30%	66 40%f	3 15%	6 34%	24 43%	25 41%	25 31%	14 35%	58 42%	3 20%	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 25

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Bullying and harassment

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	69 35% ^{al}	50 31%	20 49%	51 33%	19 38%	54 33%	10 56% ^{ze}	5 30%	17 29%	20 33%	32 39%	20 48% ^l	38 28%	7 53%	4 65%
No	129 64% ^f	110 69% ^z	19 48%	99 66%	30 60%	110 67% ^f	7 42%	12 64%	39 69%	41 67%	49 60%	21 50%	100 72% ^{zk}	6 47%	2 31%
Don't know	1 1%	-	1 3%	1 1%	-	-	* 2% ^e	1 5%	1 2%	-	*	1 2%	-	-	*
Prefer not to answer	1 *	1 *	-	-	1 1%	1 *	-	-	-	-	1 1%	-	1 *	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 26

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Conduct

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	85 42%h	67 42%	18 45%	66 43%	19 39%	69 42%	10 56%	6 34%	17 29%	31 50%	38 46%	19 47%	53 38%	7 55%	5 79%
No	114 57%	93 58%	21 52%	84 56%	30 61%	96 58%	7 42%	11 61%	39 69%z	30 50%	44 54%	21 51%	86 62%	6 45%	1 16%
Don't know	1 1%	-	1 3%	1 1%	-	-	* 2%e	1 5%	1 2%	-	*	1 2%	-	-	*
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 27

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Discipline

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	78 39%	60 38%	18 44%	58 38%	20 41%	63 38%	11 62%ze	4 22%	21 36%	28 46%	29 35%	17 40%	50 36%	6 47%	5 79%
No	121 60%f	100 62%	21 52%	92 61%	29 59%	102 62%f	6 36%	13 72%	35 62%	33 54%	53 64%	24 57%	89 64%	7 53%	1 16%
Don't know	1 1%	-	1 3%	1 1%	-	-	* 2%e	1 5%	1 2%	-	*	1 2%	-	-	*
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 28

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Maternity

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	58 29%	42 26%	16 41%	48 32%	11 22%	48 29%	6 38%	4 23%	15 27%	17 27%	26 32%	13 32%	38 28%	6 44%	1 22%
No	139 70%	117 73%z	22 56%	101 67%	38 78%	117 71%	9 55%	13 72%	41 71%	43 71%	55 68%	27 66%	100 72%	7 56%	5 74%
Don't know	2 1%	1 1%	1 3%	2 1%	- -	- -	1 7%ze	1 5%	1 2%	1 1%	* *	1 2%	1 1%	- -	* 5%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 29

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Paternity

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	64 32% ^a	45 28%	19 47%	48 32%	16 33%	53 32%	6 38%	5 27%	18 31%	17 27%	30 36%	16 38%	41 29%	6 49%	1 22%
No	134 67%	115 72% ^z	19 48%	101 67%	33 67%	112 68%	10 60%	12 64%	38 67%	44 73%	51 63%	24 58%	98 71%	6 51%	5 74%
Don't know	2 1%	-	2 5%	2 1%	-	-	* 2% ^e	2 9%	1 2%	-	1 1%	2 4% ^l	-	-	* 5%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 30

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Equality and diversity

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	108 54%h	82 51%	25 64%	86 57%	22 44%	83 50%	12 70%z	13 70%	21 37%	36 59%h	51 62%zh	22 54%	68 49%	11 85%	7 100%
No	90 45%j	77 48%	14 34%	63 42%	28 56%	81 49%	5 30%	4 24%	35 62%zj	25 41%	30 37%	18 44%	70 50%z	2 15%	-
Don't know	2 1%	1 1%	1 2%	2 1%	-	1 1%	-	1 5%	1 2%	-	1 1%	1 2%	1 1%	-	-
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 31

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Special leave

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	39 20%	28 18%	11 28%	31 20%	9 18%	30 18%	6 35%ze	3 19%	7 13%	9 14%	23 29%zh	8 20%	24 17%	5 43%	1 22%
No	158 79% ^{fj}	131 82%	28 69%	118 78%	40 82%	134 81% ^f	11 63%	14 76%	49 85% ^j	52 86%	57 70%	32 77%	114 82%	7 57%	5 74%
Don't know	2 1%	1 1%	1 3%	2 2%	-	1 1%	* 2%	1 5%	1 2%	-	1 2%	1 2%	1 1%	-	* 5%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 32

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Mental health

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	116 58%	90 56%	26 65%	85 56%	31 63%	93 56%	13 75% ^z	11 61%	34 59%	30 49%	53 64%	22 53%	82 59%	9 69%	3 50%
No	81 41% ^f	69 43%	13 32%	63 42%	18 37%	71 43% ^f	4 23%	6 34%	22 39%	31 51%	28 34%	19 45%	56 40%	4 31%	3 45%
Don't know	2 1%	1 1%	1 3%	2 2%	-	1 1%	* 2%	1 5%	1 2%	-	1 2%	1 2%	1 1%	-	* 5%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 33

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Parenthood and childcare

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	59 29%	43 27%	16 39%	48 32%	11 22%	46 28%	8 44% z	5 30%	13 23%	15 25%	30 37% z	14 33%	37 27%	6 47%	1 22%
No	139 70% fj	116 73%	23 57%	101 67%	38 78%	118 72%	9 54%	12 64%	43 75%	46 75%	51 62%	27 64%	101 72%	7 53%	5 74%
Don't know	2 1%	1 1%	1 3%	2 2%	-	1 1%	* 2%	1 5%	1 2%	-	1 2%	1 2%	1 1%	-	* 5%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 34

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Training and compliance

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	115 57%	97 60%	18 45%	87 58%	27 56%	95 58%	11 62%	9 51%	33 58%	36 59%	46 56%	22 54%	80 58%	7 52%	6 83%
No	83 42%	63 39%	21 51%	61 41%	22 44%	69 42%	6 36%	8 44%	23 40%	25 41%	35 42%	18 44%	58 42%	6 48%	1 12%
Don't know	2 1%	1 1%	1 3%	2 2%	-	1 1%	* 2%	1 5%	1 2%	-	1 2%	1 2%	1 1%	-	* 5%
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 35

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Employee well-being

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	123 61% ^a	93 58%	30 75%	89 59%	34 70%	98 59%	14 83% ^{ze}	11 61%	32 56%	36 59%	55 67%	26 63%	80 58%	10 80%	7 95%
No	75 37% ^f	66 41% ^z	9 22%	60 40%	15 30%	66 40% ^f	3 15%	6 34%	24 43%	25 41%	25 31%	14 35%	58 42%	3 20%	-
Don't know	2 1%	1 1%	1 3%	2 2%	-	1 1%	* 2%	1 5%	1 2%	-	1 2%	1 2%	1 1%	-	*
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 36

Q1b. And which, if any, of the following areas do you expect to be a priority policy area for the organisation in the next 12 months?

Domestic abuse

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	37 19% e	26 16%	11 28%	29 19%	8 16%	24 14%	6 35% z	7 40%	9 16%	11 17%	17 21%	11 26% l	17 12%	5 38%	4 64%
No	156 78% f	131 82% z	25 62%	116 77%	40 81%	137 83% z	10 58%	9 51%	47 82%	49 80%	60 73%	27 66%	119 85% z	8 62%	2 31%
Don't know	7 3% a	3 2%	4 10%	6 4%	1 3%	4 3%	1 8%	2 9%	1 2%	2 3%	4 5%	3 7%	4 3%	-	*
Prefer not to answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 37

Q2. To what extent do you agree or disagree with each of the following statements about your organisation?

SUMMARY TABLE

Base: All respondents

		It is actively dedicated to improving the health and well-being of its employees	It is actively dedicated to gender equality at work	It has family-friendly policies in place e.g. leave of absence to look after a sick child	It encourages flexible working e.g. working from home, flexible hours	New HR initiatives are strongly backed by senior management in the organisation	It goes beyond statutory requirements when it comes to employee entitlements e.g. parental leave, sick pay
Unweighted Total		200	200	200	200	200	200
Weighted Total		200	200	200	200	200	200
Strongly agree	(2)	96 48%	107 54%	122 61%	67 33%	100 50%	77 38%
Tend to agree	(1)	79 40%	60 30%	56 28%	78 39%	78 39%	67 34%
Neither agree nor disagree	(0)	15 7%	21 11%	15 7%	25 12%	15 7%	18 9%
Tend to disagree	(-1)	8 4%	8 4%	4 2%	20 10%	6 3%	25 12%
Strongly disagree	(-2)	2 1%	2 1%	2 1%	11 5%	1 *	13 6%
Don't know		-	1 1%	1 1%	-	-	1 *
Not applicable		-	-	-	-	-	-
Prefer not to say		-	-	-	-	-	-
Agree		175 87%	168 84%	178 89%	144 72%	179 89%	144 72%
Disagree		10 5%	10 5%	6 3%	31 16%	6 3%	38 19%
Net Agree		165 82%	157 79%	172 86%	113 57%	172 86%	106 53%
Mean		1.29	1.32	1.47	0.85	1.36	0.85
SD		0.85	0.90	0.80	1.15	0.77	1.24
SE		0.06	0.06	0.06	0.08	0.05	0.09

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Vodafone Foundation Domestic Violence Survey

Table 38

Q2. To what extent do you agree or disagree with each of the following statements about your organisation? - Agree

Base: All respondents

	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
	Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
New HR initiatives are strongly backed by senior management in the organisation	179 89%	35 86%	135 90%	43 88%	145 88%	16 93%	18 100%	48 84%	57 94%	74 90%	36 87%	124 89%	13 100%	7 95%
It has family-friendly policies in place e.g. leave of absence to look after a sick child	178 89%	30 76%	135 89%	43 88%	143 87%	17 100%e	18 100%	49 86%	57 93%	72 88%	33 80%	125 90%	13 100%	7 100%
It is actively dedicated to improving the health and well-being of its employees	175 87%	33 82%	133 88%	42 86%	144 87%	15 89%	15 86%	45 79%	54 89%	76 92%h	34 81%	123 88%	12 93%	7 100%
It is actively dedicated to gender equality at work	168 84%h	34 84%	129 85%	39 80%	134 81%	16 97%ze	17 94%	42 74%	55 91%h	70 86%	35 85%	116 83%	10 78%	7 100%
It encourages flexible working e.g. working from home, flexible hours	144 72%	21 54%	114 75%	30 62%	116 70%	14 80%	15 81%	35 62%	50 81%	59 72%	27 65%	104 75%	7 57%	6 86%
It goes beyond statutory requirements when it comes to employee entitlements e.g. parental leave, sick pay	144 72%e	31 78%	110 73%	34 68%	112 68%	16 91%ze	16 90%	35 61%	47 77%	62 76%	25 61%	103 74%	10 76%	6 86%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 39

Q2. To what extent do you agree or disagree with each of the following statements about your organisation? - Disagree

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
It goes beyond statutory requirements when it comes to employee entitlements e.g. parental leave, sick pay	38 19% ^f	32 20%	5 13%	27 18%	10 21%	36 22%	1 6%	1 3%	15 26%	9 15%	14 17%	14 34% ^{zl}	21 15%	1 7%	1 14%
It encourages flexible working e.g. working from home, flexible hours	31 16%	24 15%	7 18%	19 12%	12 25% ^{zc}	28 17%	2 13%	1 5%	14 24% ⁱ	5 8%	12 15%	9 22%	19 14%	2 14%	1 14%
It is actively dedicated to improving the health and well-being of its employees	10 5% ^j	9 5%	2 4%	8 5%	2 5%	9 5%	1 7%	-	6 11% ^{zj}	3 4%	1 2%	3 7%	6 5%	1 7%	-
It is actively dedicated to gender equality at work	10 5%	10 6%	-	7 5%	3 6%	10 6%	-	1 3%	4 7%	2 4%	4 5%	1 2%	9 7%	-	-
New HR initiatives are strongly backed by senior management in the organisation	6 3%	6 4%	-	3 2%	3 7%	6 3%	1 5%	-	5 9% ^{zi}	-	1 2%	1 4%	5 4%	-	-
It has family-friendly policies in place e.g. leave of absence to look after a sick child	6 3%	4 2%	2 4%	5 3%	1 1%	6 3%	-	-	1 2%	-	4 5%	2 4%	4 3%	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 40

Q2. To what extent do you agree or disagree with each of the following statements about your organisation?

It is actively dedicated to improving the health and well-being of its employees

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	96	82	14	73	23	76	9	10	25	30	41	16	70	5	5
		48%	51%	35%	48%	47%	46%	53%	58%	44%	49%	50%	38%	51%	37%	71%
Tend to agree	(1)	79	61	19	60	19	68	6	5	20	24	35	18	52	7	2
		40%	38%	46%	40%	39%	41%	37%	28%	36%	40%	42%	43%	38%	56%	29%
Neither agree nor disagree	(0)	15	9	6	10	4	12	1	3	5	4	5	5	10	-	-
		7%	6%	14%	7%	9%	7%	3%	14%	10%	7%	6%	12%	7%	-	-
Tend to disagree	(-1)	8	6	2	6	2	7	1	-	4	3	1	2	6	1	-
		4%	4%	4%	4%	3%	4%	7%	-	7%	4%	2%	4%	4%	7%	-
Strongly disagree	(-2)	2	2	-	1	1	2	-	-	2	-	-	1	1	-	-
		1%	1%	-	1%	2%	1%	-	-	4%	-	-	3%	1%	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree		175	142	33	133	42	144	15	15	45	54	76	34	123	12	7
		87%	89%	82%	88%	86%	87%	89%	86%	79%	89%	92%h	81%	88%	93%	100%
Disagree		10	9	2	8	2	9	1	-	6	3	1	3	6	1	-
	5%j	5%	4%	5%	5%	5%	5%	7%	-	11%zj	4%	2%	7%	5%	7%	-
Net Agree		165	134	31	125	40	135	14	15	39	52	74	31	116	11	7
	82%h	84%	78%	83%	81%	82%	82%	86%	68%	85%	90%zh	74%	84%	87%	100%	
Mean		1.29	1.33	1.13	1.30	1.26	1.27	1.35	1.44	1.09	1.34	1.40h	1.10	1.34	1.24	1.71
SD		0.85	0.86	0.81	0.84	0.89	0.86	0.88	0.75	1.08	0.79	0.69	0.97	0.83	0.79	0.49
SE		0.06	0.07	0.13	0.07	0.12	0.07	0.15	0.16	0.14	0.12	0.07	0.15	0.07	0.20	0.19

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 41

Q2. To what extent do you agree or disagree with each of the following statements about your organisation?

It is actively dedicated to gender equality at work

Base: All respondents

		Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures				
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)	
	Total (z)															
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	107 54%	86 54%	21 52%	80 53%	27 55%	84 51%	12 72%	11 61%	26 46%	35 58%	46 56%	22 54%	72 52%	7 55%	6 84%
Tend to agree	(1)	60 30%	47 30%	13 32%	48 32%	12 24%	50 30%	4 26%	6 33%	16 28%	20 33%	24 30%	13 32%	43 31%	3 22%	1 16%
Neither agree nor disagree	(0)	21 11%	15 9%	6 16%	14 9%	7 14%	20 12%	1 3%	1 3%	10 18%	4 6%	8 9%	5 12%	13 10%	3 22%	-
Tend to disagree	(-1)	8 4%	8 5%	-	6 4%	2 3%	7 4%	-	1 3%	3 5%	2 4%	3 3%	1 2%	7 5%	-	-
Strongly disagree	(-2)	2 1%	2 2%	-	1 1%	1 3%	2 1%	-	-	1 1%	-	2 2%	-	2 2%	-	-
Don't know		1 1%	1 1%	-	1 1%	-	1 1%	-	-	1 2%	-	-	-	1 1%	-	-
Not applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree		168 84%h	134 84%	34 84%	129 85%	39 80%	134 81%	16 97%ze	17 94%	42 74%	55 91%h	70 86%	35 85%	116 83%	10 78%	7 100%
Disagree		10 5%	10 6%	-	7 5%	3 6%	10 6%	-	1 3%	4 7%	2 4%	4 5%	1 2%	9 7%	-	-
Net Agree		157 79%h	124 77%	34 84%	122 81%	36 73%	125 76%	16 97%ze	16 90%	38 67%	53 87%h	66 80%	34 83%	106 76%	10 78%	7 100%
Mean		1.32	1.31	1.37	1.34	1.25	1.26	1.69ze	1.51	1.14	1.45	1.34	1.36	1.28	1.33	1.84
SD		0.90	0.94	0.75	0.86	1.03	0.94	0.54	0.73	0.99	0.76	0.92	0.80	0.95	0.85	0.40
SE		0.06	0.07	0.12	0.07	0.14	0.08	0.09	0.15	0.13	0.11	0.09	0.13	0.08	0.21	0.15

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 42

Q2. To what extent do you agree or disagree with each of the following statements about your organisation?

It has family-friendly policies in place e.g. leave of absence to look after a sick child

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	122 61%e	100 62%	22 54%	90 60%	31 64%	90 55%	16 92%ze	16 87%	32 56%	41 67%	49 59%	22 53%	87 63%	7 59%	5 74%
Tend to agree	(1)	56 28%f	48 30%	9 22%	45 30%	12 24%	53 32%f	1 8%	2 13%	17 30%	16 26%	24 29%	11 27%	38 27%	5 41%	2 26%
Neither agree nor disagree	(0)	15 7%a	7 4%	8 20%	11 7%	4 8%	15 9%	-	-	6 11%	3 5%	5 7%	6 15%	9 6%	-	-
Tend to disagree	(-1)	4 2%	2 1%	2 4%	3 2%	1 1%	4 2%	-	-	1 2%	-	2 3%	2 4%	2 1%	-	-
Strongly disagree	(-2)	2 1%	2 1%	-	2 1%	-	2 1%	-	-	-	-	2 2%	-	2 1%	-	-
Don't know		1 1%	1 1%	-	-	1 3%	1 1%	-	-	-	1 2%	-	-	1 1%	-	-
Not applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree		178 89%	148 92%z	30 76%	135 89%	43 88%	143 87%	17 100%e	18 100%	49 86%	57 93%	72 88%	33 80%	125 90%	13 100%	7 100%
Disagree		6 3%	4 2%	2 4%	5 3%	1 1%	6 3%	-	-	1 2%	-	4 5%	2 4%	4 3%	-	-
Net Agree		172 86%	144 90%z	29 72%	130 86%	42 87%	137 83%	17 100%ze	18 100%	48 84%	57 93%	68 83%	31 76%	121 87%	13 100%	7 100%
Mean		1.47e	1.52	1.26	1.44	1.55	1.38	1.92ze	1.87	1.41	1.63	1.39	1.29	1.50	1.59	1.74
SD		0.80	0.75	0.93	0.82	0.71	0.84	0.29	0.35	0.78	0.58	0.92	0.89	0.80	0.51	0.48
SE		0.06	0.06	0.15	0.07	0.10	0.07	0.05	0.07	0.10	0.09	0.09	0.14	0.07	0.13	0.18

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 43

Q2. To what extent do you agree or disagree with each of the following statements about your organisation?
It encourages flexible working e.g. working from home, flexible hours

Base: All respondents

		Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures				
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)	
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	67 33%e	60 38%z	7 17%	51 34%	16 33%	47 28%	9 54%ze	11 61%	19 33%	26 42%	22 27%	12 28%	47 33%	4 35%	4 57%
Tend to agree	(1)	78 39%	63 39%	15 37%	63 42%	14 29%	69 42%	4 26%	4 20%	17 30%	24 39%	37 45%	15 36%	58 42%	3 21%	2 28%
Neither agree nor disagree	(0)	25 12%a	13 8%	11 28%	18 12%	6 13%	21 13%	1 7%	2 14%	8 14%	6 11%	10 13%	6 13%	15 11%	4 30%	-
Tend to disagree	(-1)	20 10%	17 10%	4 9%	14 9%	7 14%	17 10%	2 13%	1 5%	8 14%	5 8%	8 9%	5 13%	12 9%	2 14%	1 14%
Strongly disagree	(-2)	11 5%	7 4%	3 9%	5 3%	5 11%	11 6%	-	-	6 10%ei	-	5 6%	4 9%	7 5%	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree		144 72%	123 77%z	21 54%	114 75%	30 62%	116 70%	14 80%	15 81%	35 62%	50 81%	59 72%	27 65%	104 75%	7 57%	6 86%
Disagree		31 16%	24 15%	7 18%	19 12%	12 25%zc	28 17%	2 13%	1 5%	14 24%ei	5 8%	12 15%	9 22%	19 14%	2 14%	1 14%
Net Agree		113 57%dh	99 62%z	14 36%	95 63%zd	18 37%	88 53%	11 67%	14 76%	22 38%	45 73%zh	47 57%h	18 43%	85 61%	5 43%	5 71%
Mean		0.85	0.95z	0.44	0.93	0.59	0.75	1.21	1.36	0.60	1.16h	0.79	0.63	0.90	0.78	1.29
SD		1.15	1.13	1.15	1.06	1.37	1.16	1.07	0.94	1.35	0.92	1.12	1.28	1.12	1.12	1.12
SE		0.08	0.09	0.18	0.09	0.19	0.10	0.18	0.20	0.18	0.14	0.11	0.20	0.10	0.28	0.42

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 44

Q2. To what extent do you agree or disagree with each of the following statements about your organisation?

New HR initiatives are strongly backed by senior management in the organisation

Base: All respondents

		Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
	Total (z)														
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2) 100 50% c	78 49%	22 55%	67 44%	33 68% z c	84 51%	8 45%	8 46%	23 41%	38 63% h	39 47%	20 48%	67 48%	8 63%	6 81%
Tend to agree	(1) 78 39% d	66 41%	12 31%	68 45% z d	10 20%	61 37%	8 48%	10 54%	24 43%	19 31%	35 43%	16 39%	57 41%	5 37%	1 14%
Neither agree nor disagree	(0) 15 7%	9 6%	5 14%	12 8%	2 5%	14 9%	* 2%	-	4 8%	4 6%	7 8%	4 10%	10 8%	-	* 5%
Tend to disagree	(-1) 6 3%	6 4%	-	3 2%	2 5%	5 3%	1 5%	-	4 7% z	-	1 2%	1 4%	4 3%	-	-
Strongly disagree	(-2) 1 *	1 1%	-	-	1 2%	1 *	-	-	1 1%	-	-	-	1 1%	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree	179 89%	144 90%	35 86%	135 90%	43 88%	145 88%	16 93%	18 100%	48 84%	57 94%	74 90%	36 87%	124 89%	13 100%	7 95%
Disagree	6 3%	6 4%	-	3 2%	3 7%	6 3%	1 5%	-	5 9% z i	-	1 2%	1 4%	5 4%	-	-
Net Agree	172 86% h	138 86%	35 86%	132 88%	40 82%	139 85%	15 87%	18 100%	43 75%	57 94% h	73 88% h	34 83%	119 85%	13 100%	7 95%
Mean	1.36 h	1.35	1.42	1.32	1.48	1.35	1.32	1.46	1.14	1.57 z h	1.36	1.31	1.33	1.63	1.76
SD	0.77	0.79	0.73	0.71	0.93	0.80	0.78	0.51	0.95	0.61	0.71	0.80	0.79	0.50	0.57
SE	0.05	0.06	0.12	0.06	0.13	0.07	0.13	0.11	0.13	0.09	0.07	0.13	0.07	0.13	0.22

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 45

Q2. To what extent do you agree or disagree with each of the following statements about your organisation?
It goes beyond statutory requirements when it comes to employee entitlements e.g. parental leave, sick pay

Base: All respondents

		Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures				
		Total (z)	Medium organisa- tion (50- 249) (a)	Large organisa- tion (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	77 38%e	61 38%	16 39%	62 41%	15 30%	51 31%	13 78%ze	12 67%	18 32%	25 41%	33 40%	12 30%	53 38%	6 48%	5 71%
Tend to agree	(1)	67 34%f	52 32%	16 39%	49 32%	19 38%	61 37%f	2 14%	4 24%	17 29%	22 35%	29 36%	13 32%	50 36%	3 27%	1 14%
Neither agree nor disagree	(0)	18 9%	15 9%	3 9%	13 8%	5 11%	17 10%	* 2%	1 3%	7 13%	5 9%	6 7%	2 4%	14 10%	2 18%	-
Tend to disagree	(-1)	25 12%	21 13%	4 9%	20 13%	5 10%	23 14%	1 6%	1 3%	7 12%	9 15%	9 10%	6 16%	17 12%	-	1 14%
Strongly disagree	(-2)	13 6%l	11 7%	2 4%	8 5%	5 11%	13 8%	-	-	8 14%zi	-	5 6%	8 19%zl	4 3%	1 7%	-
Don't know		1 *	1 *	-	1 *	-	-	-	1 3%	-	-	1 1%	-	1 *	-	-
Not applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree		144 72%e	113 70%	31 78%	110 73%	34 68%	112 68%	16 91%ze	16 90%	35 61%	47 77%	62 76%	25 61%	103 74%	10 76%	6 86%
Disagree		38 19%f	32 20%	5 13%	27 18%	10 21%	36 22%	1 6%	1 3%	15 26%	9 15%	14 17%	14 34%zl	21 15%	1 7%	1 14%
Net Agree		106 53%ehk	81 50%	26 65%	83 55%	23 48%	76 46%	14 85%ze	16 87%	20 35%	38 62%h	49 59%h	11 27%	82 59%zk	9 69%	5 71%
Mean		0.85ehk	0.82	1.00	0.91	0.67	0.69	1.63ze	1.59	0.53	1.03	0.94	0.37	0.94k	1.11	1.42
SD		1.24	1.27	1.12	1.22	1.31	1.26	0.83	0.74	1.41	1.05	1.21	1.53	1.12	1.16	1.14
SE		0.09	0.10	0.18	0.10	0.18	0.11	0.14	0.16	0.19	0.16	0.12	0.24	0.10	0.29	0.43

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 46

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?

SUMMARY TABLE

Base: All respondents

		It is an issue that affects the organisation's employees	It is a personal matter and not an appropriate issue for employees to raise with their employers	It is too complex an issue for employers to get involved in	It is an issue that is on the agenda for HR policy-makers	It should be dealt with by the authorities and not by employers	Employers have a duty of care to provide support to employees on this issue	An employee's professional reputation would be damaged if they were to disclose this issue to a manager or HR representative at work	Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation	Not encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation	Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would place other employees at risk	There is a stigma attached to the issue of domestic abuse	Domestic abuse is a bigger issue for the company than mental health	Companies can empower victims by giving them guidance on how to deal with domestic abuse	We would be nervous about trying to provide employees with support on this issue
Unweighted Total		200	200	200	200	200	200	200	200	200	200	200	200	200	200
Weighted Total		200	200	200	200	200	200	200	200	200	200	200	200	200	200
Strongly agree	(2)	21 10%	4 2%	8 4%	11 6%	7 3%	93 47%	2 1%	2 1%	36 18%	3 1%	47 24%	1 1%	68 34%	14 7%
Tend to agree	(1)	32 16%	15 7%	27 13%	40 20%	39 19%	78 39%	13 6%	5 3%	45 22%	6 3%	67 34%	4 2%	81 40%	40 20%
Neither agree nor disagree	(0)	32 16%	10 5%	24 12%	29 15%	58 29%	12 6%	6 3%	3 1%	15 7%	17 9%	15 7%	41 20%	28 14%	23 12%
Tend to disagree	(-1)	46 23%	77 38%	77 38%	71 35%	50 25%	9 4%	58 29%	50 25%	48 24%	72 36%	33 16%	66 33%	12 6%	61 31%
Strongly disagree	(-2)	35 17%	90 45%	57 28%	39 19%	36 18%	4 2%	117 58%	137 68%	49 24%	95 48%	32 16%	77 39%	4 2%	55 28%
Don't know		34 17%	2 1%	5 2%	8 4%	7 3%	3 2%	4 2%	2 1%	8 4%	5 3%	4 2%	10 5%	6 3%	4 2%
Prefer not to say		1 1%	2 1%	3 1%	3 1%	4 2%	1 *	1 *	- -	- -	1 1%	2 1%	1 *	1 1%	3 2%
Agree		53 26%	19 9%	35 18%	51 25%	45 23%	171 86%	15 8%	8 4%	81 40%	9 4%	114 57%	5 3%	148 74%	54 27%
Disagree		81 40%	167 83%	134 67%	109 55%	86 43%	13 6%	174 87%	187 94%	96 48%	167 84%	65 32%	143 72%	16 8%	116 58%
Net Agree		-28 -14%	-148 -74%	-99 -49%	-58 -29%	-41 -20%	159 79%	-159 -80%	-180 -90%	-15 -8%	-159 -79%	49 25%	-138 -69%	132 66%	-63 -31%
Mean		-0.25	-1.20	-0.76	-0.45	-0.37	1.27	-1.40	-1.59	-0.15	-1.30	0.33	-1.13	1.01	-0.54
SD		1.33	0.98	1.14	1.20	1.11	0.91	0.91	0.76	0.86	1.43	0.87	0.98	1.29	
SE		0.10	0.07	0.08	0.09	0.08	0.06	0.07	0.05	0.11	0.06	0.10	0.06	0.07	0.09

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Vodafone Foundation Domestic Violence Survey

Table 47

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation? - Agree

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Employers have a duty of care to provide support to employees on this issue	171 86%h	139 87%	33 82%	128 85%	43 88%	141 85%	15 89%	15 85%	44 77%	55 91%	72 88%	37 90%	118 85%	11 91%	4 62%
Companies can empower victims by giving them guidance on how to deal with domestic abuse	148 74%	117 73%	31 77%	112 74%	36 73%	121 73%	14 81%	14 79%	37 66%	49 81%	62 75%	31 76%	103 74%	9 69%	6 86%
There is a stigma attached to the issue of domestic abuse	114 57%	92 57%	22 56%	87 58%	27 56%	96 58%	10 60%	8 47%	30 53%	41 66%	43 53%	25 61%	79 57%	6 46%	4 65%
Not encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation	81 40%	66 41%	15 37%	62 41%	19 38%	68 41%	6 35%	7 37%	22 38%	26 43%	33 40%	20 48%	56 40%	3 24%	2 31%
We would be nervous about trying to provide employees with support on this issue	54 27%	43 27%	11 28%	36 24%	18 36%	46 28%	4 25%	4 20%	17 30%	14 23%	23 28%	10 25%	39 28%	3 22%	2 26%
It is an issue that affects the organisation's employees	53 26%l	44 28%	8 21%	37 25%	15 31%	43 26%	6 37%	4 20%	17 29%	14 23%	22 27%	23 55%zl	23 16%	5 38%	2 36%
It is an issue that is on the agenda for HR policy-makers	51 25%l	41 25%	10 26%	35 23%	16 33%	42 26%	6 36%	2 13%	13 23%	19 31%	19 23%	19 45%zl	23 17%	6 50%	3 38%
It should be dealt with by the authorities and not by employers	45 23%	39 25%	6 15%	36 24%	9 19%	37 22%	5 27%	4 20%	10 18%	14 23%	21 26%	7 16%	34 25%	3 26%	1 12%
It is too complex an issue for employers to get involved in	35 18%	30 18%	5 14%	27 18%	8 16%	29 18%	3 15%	3 17%	9 16%	8 13%	18 23%	6 15%	26 19%	2 19%	-
It is a personal matter and not an appropriate issue for employees to raise with their employers	19 9%	12 8%	6 16%	13 9%	6 11%	16 10%	1 5%	2 11%	7 12%	3 5%	8 10%	6 16%	11 8%	1 8%	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 47

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation? - Agree

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
An employee's professional reputation would be damaged if they were to disclose this issue to a manager or HR representative at work	15 8% ^a	9 6%	6 15%	9 6%	6 12%	12 7%	1 7%	2 9%	5 8%	5 9%	5 6%	7 18% ^z	6 4%	1 11%	1 12%
Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would place other employees at risk	9 4% ^a	5 3%	3 9%	5 3%	4 7%	8 5%	1 3%	- -	1 2%	3 5%	4 5%	5 12% ^z	3 2%	1 8%	- -
Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation	8 4%	4 3%	3 9%	6 4%	2 4%	7 4%	1 5%	- -	1 2%	2 4%	4 5%	3 8%	4 3%	- -	- -
Domestic abuse is a bigger issue for the company than mental health	5 3%	3 2%	2 5%	5 3%	1 1%	3 2%	1 5%	1 7%	1 1%	1 2%	4 5%	2 5%	3 2%	- -	- -

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

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Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 48

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation? - Disagree

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation	187 94%	152 95%	35 89%	142 94%	45 92%	155 94%	16 95%	16 90%	54 94%	57 94%	76 93%	38 92%	132 95%	11 89%	6 84%
An employee's professional reputation would be damaged if they were to disclose this issue to a manager or HR representative at work	174 87%	144 90%z	30 75%	132 88%	42 85%	144 87%	14 83%	16 91%	50 87%	54 89%	70 86%	32 77%	127 91%zk	10 82%	5 76%
Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would place other employees at risk	167 84%	135 84%	32 80%	130 86%	37 75%	138 83%	13 75%	17 94%	50 87%	50 82%	68 83%	33 80%	119 85%	11 83%	5 72%
It is a personal matter and not an appropriate issue for employees to raise with their employers	167 83%	135 84%	32 79%	126 84%	40 82%	135 82%	15 89%	16 89%	43 75%	54 89%	70 85%	31 76%	117 84%	11 87%	7 100%
Domestic abuse is a bigger issue for the company than mental health	143 72%	116 73%	27 68%	106 70%	37 76%	120 73%	11 63%	13 70%	40 71%	48 79%	55 67%	33 79%	100 72%	9 72%	1 14%
It is too complex an issue for employers to get involved in	134 67%	106 66%	28 70%	101 67%	32 66%	109 66%	14 80%	11 62%	38 66%	44 71%	52 64%	30 72%	91 65%	8 67%	5 72%
We would be nervous about trying to provide employees with support on this issue	116 58%cd	92 57%	25 62%	96 63%zd	20 42%	93 56%	10 57%	14 76%	34 60%	36 59%	46 57%	28 68%	78 56%	7 55%	3 45%
It is an issue that is on the agenda for HR policy-makers	109 55%df	89 55%	21 52%	89 59%	21 42%	93 57%f	5 28%	11 63%	33 57%	31 51%	45 55%	18 42%	87 63%zk	4 29%	1 14%
Not encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation	96 48%	76 48%	20 51%	72 48%	24 49%	81 49%	7 42%	9 48%	25 43%	30 50%	41 50%	18 44%	68 49%	7 53%	4 57%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Mean: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 48

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation? - Disagree

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
It should be dealt with by the authorities and not by employers	86 43%	69 43%	17 43%	62 41%	24 48%	65 39%	10 57%	11 62%	25 43%	24 40%	37 45%	17 42%	60 43%	6 50%	2 34%
It is an issue that affects the organisation's employees	81 40%k	66 41%	15 36%	62 41%	19 38%	70 43%	4 26%	6 35%	20 35%	27 44%	34 42%	7 16%	69 49%zk	3 26%	2 31%
There is a stigma attached to the issue of domestic abuse	65 32%	50 31%	15 38%	47 31%	17 36%	51 31%	6 33%	8 45%	19 33%	18 29%	28 35%	10 24%	49 35%	7 52%	-
Companies can empower victims by giving them guidance on how to deal with domestic abuse	16 8%	12 7%	4 11%	13 9%	3 6%	15 9%	1 5%	1 3%	6 11%i	- -	10 12%i	4 9%	11 8%	1 8%	1 14%
Employers have a duty of care to provide support to employees on this issue	13 6%	8 5%	5 12%	9 6%	4 8%	12 7%	- -	1 4%	5 8%	2 4%	6 7%	3 7%	9 6%	- -	1 14%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 49

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
It is an issue that affects the organisation's employees

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	21 10% c	19 12%	2 4%	11 8%	9 19% z c	17 10%	3 17%	1 7%	8 13%	7 12%	6 7%	7 18%	11 8%	1 8%	1 22%
Tend to agree	(1)	32 16% l	25 16%	7 17%	26 17%	6 12%	26 16%	3 19%	2 13%	9 16%	7 11%	16 20%	16 38% z l	12 8%	4 30%	1 14%
Neither agree nor disagree	(0)	32 16%	23 14%	9 22%	23 15%	9 19%	26 16%	3 16%	3 17%	13 24%	5 8%	13 16%	8 18%	21 15%	2 17%	1 16%
Tend to disagree	(-1)	46 23%	36 22%	11 27%	39 26%	7 14%	41 25%	2 11%	3 17%	11 19%	16 27%	20 24%	6 14%	38 27%	3 20%	- -
Strongly disagree	(-2)	35 17% k	31 19%	4 10%	23 15%	12 24%	29 17%	3 15%	3 18%	9 16%	11 18%	15 18%	1 3%	31 22% z k	1 5%	2 31%
Don't know		34 17%	25 16%	8 20%	28 19%	5 11%	25 15%	3 18%	5 27%	6 10%	15 25%	12 15%	4 10%	27 19%	3 20%	* 5%
Prefer not to say		1 1%	1 1%	- -	1 *	1 2%	1 *	1 3%	- -	1 2%	- -	- -	- -	1 *	- -	1 12%
Agree		53 26% l	44 28%	8 21%	37 25%	15 31%	43 26%	6 37%	4 20%	17 29%	14 23%	22 27%	23 55% z l	23 16%	5 38%	2 36%
Disagree		81 40% k	66 41%	15 36%	62 41%	19 38%	70 43%	4 26%	6 35%	20 35%	27 44%	34 42%	7 16%	69 49% z k	3 26%	2 31%
Net Agree		-28 -14%	-22 -14%	-6 -15%	-25 -17%	-3 -7%	-28 -17%	2 11%	-3 -14%	-3 -6%	-13 -21%	-12 -15%	16 39%	-46 -33%	1 12%	* 5%
Mean		-0.25 l	-0.25	-0.26	-0.30	-0.13	-0.29	0.16	-0.34	-0.10	-0.36	-0.30	0.59	-0.59	0.18	-0.05
SD		1.33	1.38	1.10	1.26	1.52	1.31	1.47	1.34	1.33	1.41	1.28	1.08	1.26	1.18	1.81
SE		0.10	0.12	0.20	0.12	0.22	0.12	0.27	0.33	0.19	0.24	0.14	0.18	0.12	0.33	0.81

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 50

**Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
It is a personal matter and not an appropriate issue for employees to raise with their employers**

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	4 2%	3 2%	1 3%	3 2%	1 2%	3 2%	- -	1 4%	2 4%	1 2%	1 1%	1 3%	2 1%	1 8%	-
Tend to agree	(1)	15 7%	9 6%	5 13%	10 7%	5 9%	13 8%	1 5%	1 7%	5 9%	2 3%	7 9%	5 13%	9 7%	-	-
Neither agree nor disagree	(0)	10 5%j	8 5%	2 5%	8 5%	2 5%	10 6%	1 3%	-	6 10%j	4 6%	1 1%	4 9%	6 5%	1 4%	-
Tend to disagree	(-1)	77 38%dk	57 36%	20 49%	66 44%zd	11 22%	59 36%	8 47%	10 55%	21 37%	26 42%	30 36%	9 21%	61 44%zk	5 42%	2 26%
Strongly disagree	(-2)	90 45%c	78 49%z	12 30%	60 40%	29 60%zc	77 46%	7 42%	6 34%	21 37%	28 47%	40 49%	22 54%	57 41%	6 45%	5 74%
Don't know		2 1%	2 1%	-	2 1%	-	2 1%	-	-	1 2%	-	1 1%	-	2 2%	-	-
Prefer not to say		2 1%	2 1%	-	1 1%	1	2 1%	1 3%	-	1 1%	-	2 2%	-	2 2%	-	-
Agree		19 9%	12 8%	6 16%	13 9%	6 11%	16 10%	1 5%	2 11%	7 12%	3 5%	8 10%	6 16%	11 8%	1 8%	-
Disagree		167 83%	135 84%	32 79%	126 84%	40 82%	135 82%	15 89%	16 89%	43 75%	54 89%	70 85%	31 76%	117 84%	11 87%	7 100%
Net Agree		-148 -74%	-123 -77%	-25 -63%	-113 -75%	-35 -71%	-120 -72%	-14 -84%	-14 -78%	-36 -62%	-51 -83%	-62 -75%	-25 -60%	-106 -76%	-10 -79%	-7 -100%
Mean		-1.20a	-1.27	-0.90	-1.16	-1.30	-1.20	-1.30	-1.08	-0.99	-1.28	-1.27	-1.11	-1.20	-1.16	-1.74
SD		0.98	0.95	1.07	0.95	1.08	1.00	0.79	1.02	1.10	0.87	0.97	1.20	0.91	1.16	0.48
SE		0.07	0.08	0.17	0.08	0.15	0.09	0.13	0.21	0.15	0.13	0.10	0.19	0.08	0.29	0.18

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 51

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
It is too complex an issue for employers to get involved in

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	8	6	2	8	-	7	-	1	-	3	5	2	5	1	-
		4%	4%	4%	5%	-	4%	-	7%	-	6%	6%	4%	4%	8%	-
Tend to agree	(1)	27	23	4	19	8	22	3	2	9	4	14	4	21	1	-
		13%	15%	9%	13%	16%	14%	15%	10%	16%	7%	17%	11%	15%	11%	-
Neither agree nor disagree	(0)	24	18	7	18	7	20	1	3	8	8	8	6	15	1	2
		12%	11%	16%	12%	14%	12%	5%	18%	14%	14%	10%	13%	11%	10%	28%
Tend to disagree	(-1)	77	56	21	61	16	62	8	8	26	20	31	15	56	5	1
		38%a	35%	52%	40%	33%	37%	45%	42%	46%	32%	38%	35%	40%	39%	14%
Strongly disagree	(-2)	57	49	7	40	16	47	6	3	11	24	21	15	34	3	4
		28%	31%	18%	27%	34%	29%	35%	19%	20%	39%	26%	36%	25%	27%	57%
Don't know		5	5	-	3	1	4	-	1	3	1	1	-	4	1	-
		2%	3%	-	2%	3%	2%	-	3%	4%	2%	1%	-	3%	5%	-
Prefer not to say		3	3	-	2	1	3	-	-	-	-	3	-	3	-	-
		1%	2%	-	1%	1%	2%	-	-	-	-	3%	-	2%	-	-
Agree		35	30	5	27	8	29	3	3	9	8	18	6	26	2	-
		18%	18%	14%	18%	16%	18%	15%	17%	16%	13%	23%	15%	19%	19%	-
Disagree		134	106	28	101	32	109	14	11	38	44	52	30	91	8	5
		67%	66%	70%	67%	66%	66%	80%	62%	66%	71%	64%	72%	65%	67%	72%
Net Agree		-99	-76	-23	-74	-25	-80	-11	-8	-29	-36	-34	-23	-64	-6	-5
		-49%	-48%	-56%	-49%	-50%	-48%	-64%	-45%	-50%	-59%	-41%	-56%	-46%	-48%	-72%
Mean		-0.76	-0.78	-0.70	-0.73	-0.87	-0.76	-0.99	-0.59	-0.74	-0.95	-0.64	-0.88	-0.70	-0.71	-1.29
SD		1.14	1.18	1.02	1.16	1.08	1.15	1.04	1.17	0.98	1.17	1.22	1.15	1.14	1.28	0.95
SE		0.08	0.10	0.16	0.10	0.15	0.10	0.17	0.25	0.13	0.17	0.13	0.18	0.10	0.33	0.36

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 52

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
It is an issue that is on the agenda for HR policy-makers

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	11	9	2	9	2	8	2	1	3	4	5	3	6	2	-
		6%	6%	6%	6%	5%	5%	10%	7%	5%	6%	6%	8%	5%	13%	-
Tend to agree	(1)	40	32	8	26	14	34	4	1	11	15	14	16	17	5	3
		20%	20%	20%	17%	29%	21%	26%	6%	19%	25%	17%	38%	12%	37%	38%
Neither agree nor disagree	(0)	29	21	8	19	11	21	5	4	8	8	14	5	21	3	1
		15%	13%	21%	12%	22%	13%	27%	21%	13%	13%	17%	12%	15%	20%	16%
Tend to disagree	(-1)	71	56	15	58	12	59	2	9	22	25	24	13	56	2	-
		35%	35%	38%	39%	25%	36%	12%	52%	39%	40%	29%	33%	40%	15%	-
Strongly disagree	(-2)	39	33	6	30	8	34	3	2	11	7	21	4	32	2	1
		19%	21%	14%	20%	17%	21%	15%	10%	19%	11%	26%	10%	23%	15%	14%
Don't know		8	7	*	7	1	6	1	1	3	2	2	-	6	-	2
		4%	5%	1%	5%	2%	4%	4%	3%	6%	4%	3%	-	4%	-	31%
Prefer not to say		3	3	-	2	1	2	1	-	-	1	2	-	3	-	-
		1%	2%	-	1%	1%	1%	5%	-	-	1%	2%	-	2%	-	-
Agree		51	41	10	35	16	42	6	2	13	19	19	19	23	6	3
		25%	25%	26%	23%	33%	26%	36%	13%	23%	31%	23%	45%	17%	50%	38%
Disagree		109	89	21	89	21	93	5	11	33	31	45	18	87	4	1
		55%	55%	52%	59%	42%	57%	28%	63%	57%	51%	55%	42%	63%	29%	14%
Net Agree		-58	-48	-10	-54	-4	-51	1	-9	-19	-12	-27	1	-64	3	2
		-29%	-30%	-26%	-36%	-9%	-31%	9%	-49%	-34%	-20%	-33%	3%	-46%	21%	24%
Mean		-0.45	-0.48	-0.35	-0.53	-0.22	-0.49	0.04	-0.55	-0.51	-0.26	-0.56	0.01	-0.68	0.20	0.14
SD		1.20	1.21	1.14	1.19	1.19	1.20	1.29	1.03	1.17	1.17	1.23	1.20	1.12	1.31	1.32
SE		0.09	0.10	0.18	0.10	0.17	0.10	0.22	0.22	0.16	0.18	0.13	0.19	0.10	0.33	0.66

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 53

**Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
It should be dealt with by the authorities and not by employers**

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	7	5	2	6	1	7	-	-	1	-	5	-	7	-	-
		3%	3%	4%	4%	1%	4%	-	-	2%	-	7% ^z	-	5%	-	-
Tend to agree	(1)	39	34	4	30	9	30	5	4	9	14	16	7	28	3	1
		19%	21%	11%	20%	18%	18%	27%	20%	16%	23%	19%	16%	20%	26%	12%
Neither agree nor disagree	(0)	58	43	15	44	15	54	1	3	19	17	22	17	35	3	3
		29% ^f	27%	38%	29%	30%	33% ^f	7%	14%	33%	28%	27%	42%	25%	24%	47%
Tend to disagree	(-1)	50	38	12	34	16	35	7	8	16	14	21	6	38	5	1
		25% ^e	24%	31%	23%	33%	21%	43% ^{ze}	46%	28%	22%	25%	14%	27%	42%	14%
Strongly disagree	(-2)	36	31	5	28	7	30	2	3	9	11	16	12	22	1	1
		18%	19%	12%	19%	15%	18%	14%	16%	16%	18%	20%	28%	16%	8%	19%
Don't know		7	5	2	5	1	6	1	1	3	3	1	-	6	-	1
		3% ^j	3%	4%	3%	3%	3%	3%	3%	5%	5%	1%	-	4%	-	7%
Prefer not to say		4	4	-	4	-	3	1	-	1	2	1	-	4	-	-
		2%	3%	-	3%	-	2%	5%	-	1%	4%	2%	-	3%	-	-
Agree		45	39	6	36	9	37	5	4	10	14	21	7	34	3	1
		23%	25%	15%	24%	19%	22%	27%	20%	18%	23%	26%	16%	25%	26%	12%
Disagree		86	69	17	62	24	65	10	11	25	24	37	17	60	6	2
		43%	43%	43%	41%	48%	39%	57%	62%	43%	40%	45%	42%	43%	50%	34%
Net Agree		-41	-29	-11	-26	-14	-28	-5	-8	-14	-11	-16	-11	-25	-3	-2
		-20%	-18%	-28%	-18%	-29%	-17%	-29%	-42%	-25%	-17%	-19%	-26%	-18%	-25%	-22%
Mean		-0.37	-0.37	-0.37	-0.34	-0.44	-0.33	-0.48	-0.60	-0.41	-0.38	-0.33	-0.54	-0.31	-0.33	-0.44
SD		1.11	1.14	1.00	1.14	1.01	1.12	1.11	1.03	1.04	1.07	1.20	1.08	1.14	0.98	1.04
SE		0.08	0.09	0.16	0.10	0.14	0.10	0.19	0.22	0.14	0.16	0.12	0.17	0.10	0.25	0.43

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 54

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
Employers have a duty of care to provide support to employees on this issue

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	93 47% ^h	80 50%	13 33%	69 46%	25 50%	71 43%	9 54%	13 72%	23 41%	32 52%	38 46%	25 59%	57 41%	7 57%	4 62%
Tend to agree	(1)	78 39%	58 37%	19 49%	59 39%	19 38%	70 42%	6 35%	2 13%	20 36%	24 39%	34 42%	13 31%	61 44%	4 34%	-
Neither agree nor disagree	(0)	12 6%	10 6%	3 6%	10 7%	2 4%	9 5%	1 8%	2 10%	7 12%	1 2%	4 5%	1 3%	8 6%	1 9%	2 24%
Tend to disagree	(-1)	9 4%	5 3%	3 9%	6 4%	3 5%	9 5%	-	-	4 7%	2 4%	3 3%	2 4%	6 4%	-	1 14%
Strongly disagree	(-2)	4 2%	3 2%	1 3%	3 2%	1 2%	3 2%	-	1 4%	1 1%	-	3 4%	1 2%	3 2%	-	-
Don't know		3 2%	3 2%	-	3 2%	-	3 2%	-	-	1 2%	2 4%	-	-	3 2%	-	-
Prefer not to say		1 *	1 *	-	1 *	-	-	1 3% ^{ze}	-	1 1%	-	-	-	1 *	-	-
Agree		171 86% ^h	139 87%	33 82%	128 85%	43 88%	141 85%	15 89%	15 85%	44 77%	55 91%	72 88%	37 90%	118 85%	11 91%	4 62%
Disagree		13 6%	8 5%	5 12%	9 6%	4 8%	12 7%	-	1 4%	5 8%	2 4%	6 7%	3 7%	9 6%	-	1 14%
Net Agree		159 79% ^h	131 82%	28 70%	119 79%	40 81%	129 78%	15 89%	15 81%	39 69%	53 87% ^h	66 81%	35 84%	109 79%	11 91%	3 48%
Mean		1.27	1.33 ^z	1.01	1.26	1.29	1.22	1.47	1.49	1.12	1.45	1.23	1.41	1.21	1.48	1.10
SD		0.91	0.87	1.01	0.90	0.95	0.92	0.66	1.00	0.98	0.72	0.97	0.93	0.90	0.68	1.29
SE		0.06	0.07	0.16	0.08	0.13	0.08	0.11	0.21	0.13	0.11	0.10	0.15	0.08	0.17	0.49

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 55

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
An employee's professional reputation would be damaged if they were to disclose this issue to a manager or HR representative at work

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	2 1%	2 1%	-	1 *	1 3%	1 1%	-	1 4%	1 1%	1 2%	-	-	2 2%	-	-
Tend to agree	(1)	13 6%al	7 4%	6 15%	9 6%	4 9%	11 6%	1 7%	1 5%	4 7%	4 6%	5 6%	7 18%zl	3 2%	1 11%	1 12%
Neither agree nor disagree	(0)	6 3%a	2 2%	4 9%	6 4%	-	5 3%	1 5%	-	1 1%	2 3%	4 5%	2 4%	4 3%	-	1 7%
Tend to disagree	(-1)	58 29%j	47 30%	10 25%	42 28%	16 33%	48 29%	4 25%	6 31%	25 44%zj	20 32%j	13 15%	6 16%	48 35%zk	2 15%	1 14%
Strongly disagree	(-2)	117 58%h	97 61%	20 49%	91 60%	26 53%	96 58%	10 58%	11 60%	24 43%	34 56%	58 71%zh	25 62%	79 56%	8 67%	4 62%
Don't know		4 2%	4 2%	-	2 1%	1 3%	4 2%	-	-	2 4%	-	2 2%	-	3 2%	1 7%	-
Prefer not to say		1 *	* 1%	*	1 *	-	-	1 4%ze	-	-	-	1 1%	*	-	-	* 5%
Agree		15 8%al	9 6%	6 15%	9 6%	6 12%	12 7%	1 7%	2 9%	5 8%	5 9%	5 6%	7 18%zl	6 4%	1 11%	1 12%
Disagree		174 87%	144 90%z	30 75%	132 88%	42 85%	144 87%	14 83%	16 91%	50 87%	54 89%	70 86%	32 77%	127 91%zk	10 82%	5 76%
Net Agree		-159 -80%	-135 -85%	-24 -59%	-123 -82%	-36 -74%	-132 -80%	-13 -76%	-15 -81%	-45 -79%	-49 -80%	-65 -80%	-24 -59%	-121 -87%	-9 -71%	-4 -64%
Mean		-1.40aj	-1.48	-1.10	-1.44	-1.27	-1.40	-1.40	-1.37	-1.25	-1.34	-1.55	-1.22	-1.45	-1.48	-1.32
SD		0.91	0.85	1.11	0.86	1.06	0.90	0.93	1.05	0.90	0.98	0.87	1.17	0.80	1.02	1.15
SE		0.07	0.07	0.18	0.07	0.15	0.08	0.16	0.22	0.12	0.14	0.09	0.19	0.07	0.26	0.47

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 56

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	2	2	-	1	1	1	1	-	-	2	-	-	2	-	-
		1%	1%	-	1%	3%	1%	5%z	-	-	4%	-	-	2%	-	-
Tend to agree	(1)	5	2	3	5	1	5	-	-	1	-	4	3	2	-	-
		3%a	1%	9%	3%	1%	3%	-	-	2%	-	5%	8%l	1%	-	-
Neither agree nor disagree	(0)	3	2	1	2	1	1	-	2	-	1	2	-	1	1	1
		1%	1%	3%	1%	2%	1%	-	10%	-	2%	2%	-	1%	5%	16%
Tend to disagree	(-1)	50	38	12	38	12	43	5	3	20	12	19	11	39	1	1
		25%	24%	30%	25%	25%	26%	30%	14%	35%	19%	23%	26%	28%	4%	12%
Strongly disagree	(-2)	137	114	23	104	33	112	11	14	34	46	57	27	94	11	5
		68%	71%	58%	69%	67%	68%	65%	75%	59%	75%	70%	66%	67%	85%	72%
Don't know		2	2	-	1	1	2	-	-	2	-	-	-	1	1	-
		1%	1%	-	1%	2%	1%	-	-	4%	-	-	-	1%	7%	-
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree		8	4	3	6	2	7	1	-	1	2	4	3	4	-	-
		4%	3%	9%	4%	4%	4%	5%	-	2%	4%	5%	8%	3%	-	-
Disagree		187	152	35	142	45	155	16	16	54	57	76	38	132	11	6
		94%	95%	89%	94%	92%	94%	95%	90%	94%	94%	93%	92%	95%	89%	84%
Net Agree		-180	-148	-32	-137	-43	-148	-15	-16	-52	-55	-72	-34	-128	-11	-6
		-90%	-92%	-80%	-91%	-88%	-90%	-90%	-90%	-92%	-91%	-88%	-83%	-92%	-89%	-84%
Mean		-1.59a	-1.64	-1.38	-1.60	-1.54	-1.59	-1.50	-1.65	-1.57	-1.62	-1.58	-1.49	-1.59	-1.86	-1.56
SD		0.76	0.71	0.91	0.73	0.86	0.75	0.95	0.68	0.62	0.86	0.77	0.88	0.74	0.49	0.82
SE		0.05	0.06	0.14	0.06	0.12	0.06	0.16	0.14	0.08	0.13	0.08	0.14	0.06	0.13	0.31

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

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Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 57

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
Not encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would be a threat to the organisation's reputation

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	36	31	6	29	7	28	3	5	12	12	12	9	25	-	2
		18%	19%	14%	19%	15%	17%	19%	30%	22%	19%	15%	22%	18%	-	31%
Tend to agree	(1)	45	36	9	33	12	41	3	1	9	15	21	11	31	3	-
		22%	22%	22%	22%	24%	25%	16%	7%	17%	24%	25%	26%	22%	24%	-
Neither agree nor disagree	(0)	15	13	2	12	3	11	2	2	5	4	6	3	10	2	1
		7%	8%	5%	8%	6%	6%	14%	10%	9%	7%	7%	6%	7%	14%	12%
Tend to disagree	(-1)	48	38	10	36	12	40	3	5	14	20	13	7	35	4	1
		24%j	24%	24%	24%	24%	24%	17%	27%	25%	33%	16%	17%	25%	33%	19%
Strongly disagree	(-2)	49	38	11	36	12	41	4	4	11	10	28	11	33	3	3
		24%	24%	26%	24%	25%	25%	25%	20%	19%	17%	34%kz	27%	23%	21%	38%
Don't know		8	5	3	5	3	5	2	1	5	*	2	1	6	1	-
		4%	3%	8%	3%	7%	3%	9%	5%	9%kz	1%	3%	2%	4%	9%	-
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Agree		81	66	15	62	19	68	6	7	22	26	33	20	56	3	2
		40%	41%	37%	41%	38%	41%	35%	37%	38%	43%	40%	48%	40%	24%	31%
Disagree		96	76	20	72	24	81	7	9	25	30	41	18	68	7	4
		48%	48%	51%	48%	49%	49%	42%	48%	43%	50%	50%	44%	49%	53%	57%
Net Agree		-15	-10	-6	-10	-5	-12	-1	-2	-3	-4	-8	2	-12	-4	-2
		-8%	-6%	-14%	-7%	-11%	-7%	-6%	-11%	-5%	-6%	-10%	4%	-8%	-30%	-26%
Mean		-0.15	-0.11	-0.29	-0.12	-0.23	-0.16	-0.14	-0.02	-0.03	-0.04	-0.30	-0.01	-0.14	-0.56	-0.33
SD		1.50	1.50	1.51	1.51	1.49	1.49	1.57	1.63	1.51	1.44	1.54	1.58	1.49	1.16	1.82
SE		0.11	0.12	0.25	0.13	0.21	0.13	0.27	0.35	0.21	0.21	0.16	0.25	0.13	0.31	0.69

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

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Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 58

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
Encouraging employees to disclose experiences of domestic abuse to a manager or HR representative would place other employees at risk

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	3	3	-	-	3	3	-	-	-	3	-	-	3	-	-
		1%	2%	-	-	6%zc	2%	-	-	-	5%	-	-	2%	-	-
Tend to agree	(1)	6	2	3	5	1	5	1	-	1	-	4	5	-	1	-
		3%a	1%	9%	3%	2%	3%	3%	-	2%	-	5%	12%zl	-	8%	-
Neither agree nor disagree	(0)	17	14	4	12	6	16	1	-	5	4	8	2	13	-	2
		9%	8%	10%	8%	12%	10%	6%	-	9%	6%	10%	5%	10%	-	28%
Tend to disagree	(-1)	72	59	13	57	15	62	4	6	19	27	26	17	51	4	-
		36%	37%	32%	38%	31%	38%	23%	34%	33%	45%	31%	40%	37%	31%	-
Strongly disagree	(-2)	95	76	19	73	22	76	9	11	31	23	42	16	67	7	5
		48%	47%	49%	49%	44%	46%	53%	59%	54%	37%	51%	40%	48%	53%	72%
Don't know		5	5	1	3	3	3	1	1	1	4	1	1	3	1	-
		3%	3%	1%	2%	6%	2%	8%e	6%	1%	6%	1%	3%	2%	9%	-
Prefer not to say		1	1	-	1	-	-	1	-	1	1	-	-	1	-	-
		1%	1%	-	1%	-	-	8%ze	-	1%	1%	-	-	1%	-	-
Agree		9	5	3	5	4	8	1	-	1	3	4	5	3	1	-
		4%l	3%	9%	3%	7%	5%	3%	-	2%	5%	5%	12%zl	2%	8%	-
Disagree		167	135	32	130	37	138	13	17	50	50	68	33	119	11	5
		84%	84%	80%	86%	75%	83%	75%	94%	87%	82%	83%	80%	85%	83%	72%
Net Agree		-159	-130	-29	-125	-33	-130	-12	-17	-48	-47	-63	-28	-116	-10	-5
		-79%	-81%	-72%	-83%	-68%	-79%	-72%	-94%	-85%	-77%	-77%	-69%	-83%	-75%	-72%
Mean		-1.30	-1.32	-1.22	-1.35	-1.13	-1.25	-1.49	-1.63	-1.41	-1.18	-1.31	-1.12	-1.34	-1.41	-1.44
SD		0.86	0.84	0.96	0.77	1.11	0.89	0.80	0.50	0.76	0.95	0.87	0.97	0.82	0.91	0.97
SE		0.06	0.07	0.15	0.07	0.15	0.08	0.14	0.11	0.10	0.15	0.09	0.16	0.07	0.24	0.37

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 59

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
There is a stigma attached to the issue of domestic abuse

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	47 24%	38 23%	10 24%	33 22%	14 28%	40 25%	3 16%	4 23%	15 27%	15 25%	17 20%	10 25%	32 23%	1 9%	3 50%
Tend to agree	(1)	67 34%	54 34%	13 32%	53 35%	14 28%	55 33%	8 44%	4 24%	15 26%	25 41%	27 33%	15 36%	47 33%	5 37%	1 14%
Neither agree nor disagree	(0)	15 7%i	12 8%	2 5%	10 7%	4 8%	13 8%	* 2%	1 8%	6 11%i	* 1%	8 10%i	4 10%	8 6%	* 2%	2 31%
Tend to disagree	(-1)	33 16%j	25 16%	8 20%	23 16%	9 19%	24 15%	3 15%	6 32%	11 19%	14 22%	8 10%	6 14%	23 16%	4 36%	-
Strongly disagree	(-2)	32 16%	25 16%	7 18%	24 16%	8 17%	27 16%	3 18%	2 13%	8 14%	4 7%	20 25%zi	4 10%	26 19%	2 16%	-
Don't know		4 2%	4 2%	* 1%	4 3%	-	3 2%	1 5%	-	2 3%	-	2 3%	2 5%	2 1%	-	* 5%
Prefer not to say		2 1%	2 1%	-	2 1%	-	2 1%	-	-	-	2 4%	-	-	2 2%	-	-
Agree		114 57%	92 57%	22 56%	87 58%	27 56%	96 58%	10 60%	8 47%	30 53%	41 66%	43 53%	25 61%	79 57%	6 46%	4 65%
Disagree		65 32%	50 31%	15 38%	47 31%	17 36%	51 31%	6 33%	8 45%	19 33%	18 29%	28 35%	10 24%	49 35%	7 52%	-
Net Agree		49 25%j	42 26%	7 18%	39 26%	10 20%	44 27%	5 27%	* 2%	12 21%	23 37%j	15 18%	15 37%	30 22%	-1 -6%	4 65%
Mean		0.33	0.36	0.24	0.34	0.32	0.36	0.27	0.11	0.35	0.57	0.14	0.55	0.27	-0.13	1.21
SD		1.43	1.42	1.50	1.42	1.49	1.44	1.45	1.46	1.44	1.30	1.51	1.32	1.48	1.36	0.98
SE		0.10	0.11	0.24	0.12	0.20	0.12	0.25	0.30	0.19	0.19	0.16	0.21	0.13	0.34	0.40

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

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Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 60

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
Domestic abuse is a bigger issue for the company than mental health

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures				
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)	
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7	
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**	
Strongly agree	(2)	1	1	-	1	-	-	-	1	-	1	-	-	1	-	-	
		1%	1%	-	1%	-	-	-	7%	-	2%	-	-	1%	-	-	
Tend to agree	(1)	4	2	2	4	1	3	1	-	1	-	4	2	2	-	-	
		2%	1%	5%	2%	1%	2%	5%	-	1%	-	5%	5%	1%	-	-	
Neither agree nor disagree	(0)	41	31	10	32	9	35	3	3	15	9	17	6	29	3	3	
		20%	19%	25%	21%	18%	21%	17%	17%	26%	14%	21%	14%	21%	24%	50%	
Tend to disagree	(-1)	66	50	16	48	18	54	5	7	22	22	22	18	41	6	1	
		33%	31%	39%	32%	37%	33%	32%	36%	38%	36%	27%	42%	29%	51%	14%	
Strongly disagree	(-2)	77	66	12	58	19	66	5	6	19	26	33	15	60	3	-	
		39%	41%	29%	39%	39%	40%	31%	34%	33%	43%	40%	37%	43%	20%	-	
Don't know		10	9	1	8	2	6	3	1	1	3	6	1	6	1	2	
		5%	6%	2%	5%	4%	4%	15%	6%	2%	5%	7%	2%	4%	4%	36%	
Prefer not to say		1	1	-	-	1	1	-	-	-	-	1	-	1	-	-	
		*	*	-	-	1%	*	-	-	-	-	1%	-	*	-	-	
Agree		5	3	2	5	1	3	1	1	1	1	4	2	3	-	-	
		3%	2%	5%	3%	1%	2%	5%	7%	1%	2%	5%	5%	2%	-	-	
Disagree		143	116	27	106	37	120	11	13	40	48	55	33	100	9	1	
		72%	73%	68%	70%	76%	73%	63%	70%	71%	79%	67%	79%	72%	72%	14%	
Net Agree		-138	-113	-25	-101	-36	-117	-10	-11	-40	-47	-51	-31	-97	-9	-1	
		-69%	-70%	-63%	-67%	-74%	-71%	-58%	-63%	-70%	-77%	-62%	-74%	-70%	-72%	-14%	
Mean		-1.13	-1.18	-0.94	-1.11	-1.19	-1.15	-1.05	-0.95	-1.05	-1.24	-1.11	-1.13	-1.18	-0.96	-0.22	
SD		0.87	0.86	0.88	0.90	0.79	0.84	0.93	1.13	0.80	0.87	0.93	0.86	0.89	0.71	0.47	
SE		0.06	0.07	0.14	0.08	0.11	0.07	0.16	0.25	0.11	0.13	0.10	0.14	0.08	0.18	0.21	

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 61

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
Companies can empower victims by giving them guidance on how to deal with domestic abuse

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	68	55	13	49	19	55	5	8	18	24	26	16	45	4	3
		34%	34%	32%	32%	39%	33%	30%	45%	31%	39%	32%	39%	32%	28%	50%
Tend to agree	(1)	81	63	18	64	17	66	9	6	20	25	36	15	58	5	2
		40%	39%	45%	42%	34%	40%	51%	34%	34%	42%	43%	37%	42%	41%	35%
Neither agree nor disagree	(0)	28	24	4	19	9	25	1	2	11	9	8	5	21	2	-
		14%	15%	9%	13%	18%	15%	7%	11%	20%	14%	10%	12%	15%	16%	-
Tend to disagree	(-1)	12	7	4	10	2	11	1	-	5	-	7	3	8	-	1
		6%	4%	11%	6%	4%	7%	5%	-	8%	-	8%i	7%	5%	-	14%
Strongly disagree	(-2)	4	4	-	4	1	4	-	1	1	-	3	1	3	1	-
		2%	3%	-	3%	1%	2%	-	3%	2%	-	4%	1%	2%	8%	-
Don't know		6	5	1	4	1	4	1	1	2	3	1	1	4	1	-
		3%	3%	2%	3%	3%	2%	5%	7%	3%	5%	1%	3%	3%	7%	-
Prefer not to say		1	1	-	1	-	1	1	-	1	-	1	-	1	-	-
		1%	1%	-	1%	-	1%	3%	-	1%	-	1%	-	1%	-	-
Agree		148	117	31	112	36	121	14	14	37	49	62	31	103	9	6
		74%	73%	77%	74%	73%	73%	81%	79%	66%	81%	75%	76%	74%	69%	86%
Disagree		16	12	4	13	3	15	1	1	6	-	10	4	11	1	1
		8%	7%	11%	9%	6%	9%	5%	3%	11%i	-	12%i	9%	8%	8%	14%
Net Agree		132	106	27	99	33	106	13	14	31	49	52	28	92	8	5
		66%	66%	66%	66%	68%	64%	76%	75%	55%	81%zhj	63%	67%	66%	61%	71%
Mean		1.01	1.02	1.00	0.99	1.09	0.98	1.15	1.26	0.87	1.26	0.93	1.08	1.00	0.88	1.21
SD		0.98	0.99	0.95	0.99	0.95	1.00	0.79	0.95	1.05	0.71	1.07	0.99	0.96	1.16	1.10
SE		0.07	0.08	0.15	0.08	0.13	0.09	0.13	0.20	0.14	0.11	0.11	0.16	0.08	0.31	0.42

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 62

Q4. To what extent do you agree or disagree that the following attitudes to do with domestic abuse exist at a senior level within your organisation?
We would be nervous about trying to provide employees with support on this issue

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	14	12	2	9	5	12	1	1	3	5	6	2	12	-	-
		7%	8%	4%	6%	11%	7%	4%	7%	6%	8%	7%	6%	8%	-	-
Tend to agree	(1)	40	30	9	27	12	34	3	2	14	9	17	8	27	3	2
		20%	19%	24%	18%	25%	20%	20%	13%	24%	15%	20%	20%	19%	22%	26%
Neither agree nor disagree	(0)	23	20	3	16	7	21	2	1	3	9	11	1	18	3	2
		12%	13%	8%	11%	15%	12%	13%	3%	5%	14%	14%	3%	13%	20%	24%
Tend to disagree	(-1)	61	43	18	57	4	50	5	7	18	21	22	12	44	4	1
		31% ^{ad}	27%	45%	38% ^{zd}	9%	30%	29%	37%	32%	34%	27%	29%	32%	31%	14%
Strongly disagree	(-2)	55	48	7	39	16	43	5	7	16	15	24	16	34	3	2
		28%	30%	17%	26%	33%	26%	28%	40%	28%	24%	29%	40%	24%	23%	31%
Don't know		4	3	1	2	1	3	1	-	2	1	*	1	1	1	*
		2%	2%	2%	1%	3%	2%	5%	-	3%	2%	*	3%	1%	4%	5%
Prefer not to say		3	3	-	1	2	3	-	-	1	1	1	-	3	-	-
		2%	2%	-	1%	5%	2%	-	-	1%	2%	1%	-	2%	-	-
Agree		54	43	11	36	18	46	4	4	17	14	23	10	39	3	2
		27%	27%	28%	24%	36%	28%	25%	20%	30%	23%	28%	25%	28%	22%	26%
Disagree		116	92	25	96	20	93	10	14	34	36	46	28	78	7	3
		58% ^{ad}	57%	62%	63% ^{zd}	42%	56%	57%	76%	60%	59%	57%	68%	56%	55%	45%
Net Agree		-63	-49	-14	-60	-3	-47	-6	-10	-17	-22	-24	-18	-39	-4	-1
		-31%	-31%	-34%	-39%	-6%	-28%	-32%	-56%	-30%	-36%	-29%	-43%	-28%	-33%	-19%
Mean		-0.54	-0.55	-0.48	-0.61	-0.30	-0.49	-0.59	-0.89	-0.55	-0.55	-0.52	-0.79	-0.45	-0.59	-0.53
SD		1.29	1.33	1.17	1.23	1.49	1.30	1.28	1.29	1.32	1.26	1.32	1.34	1.30	1.13	1.31
SE		0.09	0.11	0.19	0.10	0.21	0.11	0.22	0.27	0.18	0.19	0.14	0.21	0.11	0.29	0.53

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 63

Q5. In the past 12 months, how many of your organisation's employees in the UK, if any, have disclosed to a manager or HR representative that they are experiencing domestic abuse? This might be as a victim or a perpetrator, with the abuse experienced on the way to or from work, at work or outside of work such as at home

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
1	24 12% l	17 10%	7 18%	20 13%	4 9%	19 11%	2 13%	3 16%	11 20%	6 10%	7 8%	24 58% zl	-	-	-
2	12 6% l	8 5%	3 9%	7 5%	5 9%	11 7%	* 2%	-	3 5%	1 2%	8 9%	12 28% zl	-	-	-
4	2 1%	-	2 4%	2 1%	-	2 1%	-	-	-	2 3%	-	2 4% l	-	-	-
5	1 *	-	1 2%	1 *	-	-	-	1 3%	-	-	1 1%	1 1%	-	-	-
20	2 1%	-	2 4%	2 1%	-	2 1%	-	-	-	-	2 2%	2 4% l	-	-	-
Mean	2.31	1.33	3.96	2.55	1.52	2.46	1.16	1.70	1.19	1.72	3.53	2.31	-	-	-
SD	3.92	0.48	6.16	4.43	0.53	4.22	0.47	1.80	0.41	1.22	5.77	3.92	-	-	-
SE	0.64	0.09	1.78	0.82	0.18	0.81	0.19	0.80	0.11	0.46	1.40	0.64	-	-	-
There have been cases but not sure of the number	2 1%	1 1%	1 2%	2 1%	-	1 1%	-	1 3%	-	-	2 2%	2 4% l	-	-	-
None	139 70% k	121 76% z	18 45%	105 70%	34 70%	116 70%	12 70%	11 64%	40 70%	45 74%	54 66%	-	139 100% zk	-	-
Don't know	13 6% l	8 5%	5 13%	9 6%	4 8%	9 5%	2 10%	2 13%	2 3%	5 8%	6 7%	-	-	13 100%	-
Prefer not to say	7 3% l	5 3%	1 4%	5 3%	2 4%	6 4%	1 5%	-	1 2%	2 4%	3 4%	-	-	-	7 100%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 64

Q6. Of those employees who have made disclosures to a manager or HR representative in your organisation in the last 12 months, have any of these have been as the victims of domestic abuse?

Base: All who have had disclosures in L12m

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	40	27	13	31	9	28	6	6	14	7	19	40	-	-	-
Weighted Total	41*	26**	15**	32**	9**	35**	3**	4**	14**	9**	19**	41*	..**	..**	..**
Yes - female staff only	29	19	10	25	4	23	2	4	10	5	14	29	-	-	-
	70%	75%	63%	76%	48%	68%	80%	85%	72%	57%	75%	70%	-	-	-
Yes - male staff only	3	3	-	3	1	3	1	-	1	2	-	3	-	-	-
	8%	13%	-	8%	9%	9%	20%	-	10%	24%	-	8%	-	-	-
Yes - both female and male staff	4	1	3	2	2	4	-	-	2	2	1	4	-	-	-
	10%	3%	22%	5%	27%	12%	-	-	13%	19%	3%	10%	-	-	-
I am not aware of any cases	2	2	-	1	1	2	-	-	1	-	2	2	-	-	-
	6%	10%	-	3%	16%	7%	-	-	6%	-	9%	6%	-	-	-
Don't know	1	-	1	1	-	-	-	1	-	-	1	1	-	-	-
	1%	-	4%	2%	-	-	15%	-	-	-	3%	1%	-	-	-
Prefer not to say	2	-	2	2	-	2	-	-	-	-	2	2	-	-	-
	4%	-	11%	5%	-	5%	-	-	-	-	9%	4%	-	-	-
Any Yes	37	23	13	29	8	30	3	4	13	9	15	37	-	-	-
	88%	90%	85%	90%	84%	88%	100%	85%	94%	100%	79%	88%	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 65

Q7. Of those employees who have made disclosures to a manager or HR representative in your organisation in the last 12 months, have any of these been as the perpetrators of domestic abuse?

Base: All who have had disclosures in L12m

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	40	27	13	31	9	28	6	6	14	7	19	40	-	-	-
Weighted Total	41*	26**	15**	32**	9**	35**	3**	4**	14**	9**	19**	41*	..**	..**	..**
Yes - female staff only	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Yes - male staff only	2 6%	2 9%	- -	- -	2 26%	2 7%	- -	- -	2 12%	- -	1 3%	2 6%	- -	- -	- -
Yes - both female and male staff	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I am not aware of any cases	35 84%	22 83%	13 85%	30 93%	5 52%	29 82%	3 100%	4 85%	12 88%	7 84%	15 80%	35 84%	- -	- -	- -
Don't know	3 6%	2 8%	1 4%	1 2%	2 23%	2 6%	- -	1 15%	- -	1 16%	1 7%	3 6%	- -	- -	- -
Prefer not to say	2 4%	- -	2 11%	2 5%	- -	2 5%	- -	- -	- -	- -	2 9%	2 4%	- -	- -	- -
Any Yes	2 6%	2 9%	- -	- -	2 26%	2 7%	- -	- -	2 12%	- -	1 3%	2 6%	- -	- -	- -

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 66

Q7b. In the last 12 months, have you had an instance or instances where the victim and their perpetrator have both been working within your organisation?

Base: All who've had both victims and perpetrators within their organisation in L12m

	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
	Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	1	-	-	1	1	-	-	1	-	-	1	-	-	-
Weighted Total	1**	-.**	-.**	1**	1**	-.**	-.**	1**	-.**	-.**	1**	-.**	-.**	-.**
Yes, there has been an instance(s)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No, there hasn't been an instance(s)	1	-	-	1	1	-	-	1	-	-	1	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	100%	-	-	100%	100%	-	-	100%	-	-	100%	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 67

Q8. Taking into account all those employees who may or may not have disclosed it, what percentage of your UK workforce, if any, do you estimate is currently affected by domestic abuse? This might be as a victim or a perpetrator, with the abuse experienced on the way to or from work, at work or outside of work
such as at home. If you don't know exactly, please give your best estimate

Base: All respondents

		Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
	Total (z)	Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
1	11 5% ^c	7 4%	4 9%	3 2%	7 15% ^{zc}	11 6%	- -	- -	7 13% ^{zj}	1 2%	2 2%	5 13% ^{zl}	5 4%	- -	- -
2	8 4%	8 5%	1 2%	7 4%	2 3%	6 4%	2 10%	1 3%	3 5%	1 1%	4 5%	3 6%	5 4%	1 5%	- -
3	5 3%	3 2%	2 4%	5 3%	- -	5 3%	* 2%	- -	- -	2 3%	3 4%	3 6%	2 2%	- -	- -
4	2 1%	2 1%	- -	2 1%	- -	2 1%	- -	- -	1 2%	- -	1 1%	- -	2 2%	- -	- -
5	10 5%	6 4%	3 9%	7 4%	3 6%	10 6%	- -	- -	2 4%	2 4%	5 6%	5 12%	5 3%	- -	- -
6	1 1%	1 1%	- -	1 1%	- -	1 1%	- -	- -	1 2%	- -	- -	1 3%	- -	- -	- -
8	1 1%	1 1%	- -	1 *	1 1%	1 *	- -	1 3%	- -	- -	1 2%	1 1%	1 *	- -	- -
10	1 1%	1 1%	* 1%	1 1%	- -	- -	1 7% ^{ze}	- -	- -	1 2%	- -	- -	1 1%	- -	- -
15	1 1%	1 1%	* 1%	* *	1 2%	1 *	- 2%	- -	1 1%	- -	* *	- -	1 1%	- -	- -
20	3 1%	3 2%	- -	2 1%	1 2%	3 2%	- -	- -	1 1%	- -	2 2%	2 4% ^l	- -	1 8%	- -
30	1 1%	1 1%	- -	1 *	1 1%	1 *	- -	1 4%	1 1%	- -	1 1%	1 2%	1 1%	- -	- -
40	1 *	1 1%	- -	- -	1 2%	1 *	- -	- -	1 1%	- -	- -	- -	1 1%	- -	- -
75	2 1%	- -	2 4%	2 1%	- -	2 1%	- -	- -	- -	2 3%	- -	- -	2 1%	- -	- -

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 67

Q8. Taking into account all those employees who may or may not have disclosed it, what percentage of your UK workforce, if any, do you estimate is currently affected by domestic abuse? This might be as a victim or a perpetrator, with the abuse experienced on the way to or from work, at work or outside of work
such as at home. If you don't know exactly, please give your best estimate

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Mean	8.47a	6.76	13.75	9.18	7.07	8.40	5.96	14.46	6.64	17.39	6.20	5.58	10.42	13.11	-
SD	15.02	8.83	26.31	16.87	10.83	15.64	5.44	-	10.27	29.37	7.07	7.02	19.17	-	-
SE	2.17	1.41	8.77	3.03	2.63	2.54	2.06	-	2.42	11.10	1.47	1.66	3.62	-	-
None	53	49	5	44	10	48	1	4	13	17	23	2	51	1	-
	27%fk	31%z	12%	29%	20%	29%l	8%	24%	23%	28%	28%	5%	37%zk	5%	-
Don't know	89	68	20	69	20	66	11	12	24	32	32	17	61	10	*
	44%	43%	51%	45%	41%	40%	62%ze	65%	42%	53%	39%	42%	44%	83%	5%
Prefer not to say	11	7	4	7	4	9	1	-	2	2	6	2	2	-	7
	5%l	4%	9%	5%	7%	6%	9%	-	3%	4%	8%	5%	1%	-	95%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 68

Q9. In which ways, if any, do you believe domestic abuse has impacted upon your organisation in the last 12 months?

Base: All who have had disclosures or think employees are experiencing domestic violence

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	70	52	18	50	20	50	12	8	26	12	32	40	28	2	-
Weighted Total	69*	49*	20**	50*	19**	57*	6**	6**	25**	15**	29**	41*	26**	2**	**
An employee's productivity declined	40	31	9	28	12	34	3	2	14	7	18	29	10	1	-
	58%	63%	45%	55%	64%	59%	58%	42%	58%	49%	62%	70% z	38%	62%	-
Absenteeism	38	29	9	28	11	32	2	4	13	6	20	24	13	1	-
	56%	60%	46%	56%	57%	56%	44%	64%	51%	38%	70%	58%	52%	62%	-
Quality of an employee's work has suffered	37	29	8	24	13	33	3	1	13	7	17	25	12	-	-
	54%	60%	40%	49%	69%	57%	58%	25%	52%	49%	59%	61%	48%	-	-
Time off to seek professional help	35	27	8	26	8	29	3	3	11	7	18	25	9	1	-
	51%	56%	38%	53%	44%	50%	49%	58%	42%	45%	60%	61%	33%	62%	-
Lateness to work	34	25	9	26	8	29	2	2	11	5	17	23	10	1	-
	49%	51%	43%	52%	41%	51%	37%	42%	46%	32%	60%	55%	38%	62%	-
Impact on other work colleagues' productivity	32	21	10	20	12	28	1	2	12	6	14	21	11	-	-
	46%	44%	52%	40%	63%	49%	21%	39%	48%	38%	49%	50%	42%	-	-
Financial cost to organisation	24	16	8	17	8	22	2	1	7	4	13	15	9	-	-
	36%	34%	40%	34%	40%	37%	26%	25%	28%	30%	45%	37%	35%	-	-
Harassment/abuse has occurred at the workplace	17	10	7	9	8	15	-	2	7	3	7	12	5	-	-
	25%	21%	33%	18%	41%	27%	-	29%	29%	21%	23%	29%	20%	-	-
Caused security issues for other employees	12	6	6	7	5	11	-	1	6	2	5	7	5	-	-
	17% a	12%	30%	13%	29%	19%	-	18%	23%	11%	16%	17%	20%	-	-
Caused an employee to leave the organisation	11	8	3	6	6	11	-	1	6	-	5	6	5	-	-
	16%	16%	17%	11%	29%	18%	-	13%	25%	-	17%	15%	20%	-	-
Damage to the reputation of the organisation as an employer	1	1	-	-	1	1	-	-	1	-	1	-	1	-	-
	2%	3%	-	-	8%	3%	-	-	3%	-	2%	-	6%	-	-
Other	2	2	-	1	1	2	*	-	1	-	1	-	2	-	-
	3%	5%	-	3%	4%	3%	7%	-	3%	-	5%	-	9%	-	-
None	13	8	4	10	2	10	1	1	4	5	3	3	9	1	-
	19% k	17%	21%	21%	13%	18%	21%	25%	18%	34%	12%	7%	37%	38%	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 68

Q9. In which ways, if any, do you believe domestic abuse has impacted upon your organisation in the last 12 months?

Base: All who have had disclosures or think employees are experiencing domestic violence

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	70	52	18	50	20	50	12	8	26	12	32	40	28	2	-
Weighted Total	69*	49*	20**	50*	19**	57*	6**	6**	25**	15**	29**	41*	26**	2**	-.**
Don't know	3	1	2	2	1	3	-	-	1	-	2	2	1	-	-
	4%	2%	9%	3%	4%	4%	-	-	3%	-	6%	4%	3%	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 69

Q10. Are you aware, even roughly, of the cost in GB pounds of domestic abuse to your organisation in the past 12 months?

Base: All who have had disclosures or think employees are experiencing domestic violence

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	70	52	18	50	20	50	12	8	26	12	32	40	28	2	-
Weighted Total	69*	49*	20**	50*	19**	57*	6**	6**	25**	15**	29**	41*	26**	2**	-.**
Yes	7	4	3	5	2	5	1	1	1	2	4	7	-	-	-
	10%	8%	13%	9%	11%	8%	21%	11%	2%	12%	15%	16%	-	-	-
No	60	43	17	43	17	52	4	4	24	13	23	33	26	2	-
	87% k	89%	84%	87%	89%	90%	70%	78%	96%	88%	79%	79%	100%	100%	-
Don't know	2	1	1	2	-	1	1	1	1	-	2	2	-	-	-
	3%	3%	3%	4%	-	2%	9%	11%	2%	-	6%	5%	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 70

Q11. Over the last 12 months how much would you estimate domestic abuse has cost your organisation in GB Pounds?

Base: All who are aware of cost of domestic abuse to their organisation

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisa- tion (50- 249) (a)	Large organisa- tion (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	8	5	3	6	2	4	3	1	1	2	5	8	-	-	-
Weighted Total	7**	4**	3**	5**	2**	5**	1**	1**	1**	2**	4**	7**	-.**	-.**	-.**
Mean	4512.53	4764.04	4309.87	3657.21	10000.00	4344.94	1061.52	10000.00	1500.00	360.00	5218.77	4512.53	-	-	-
SD	3775.56	4780.90	4089.70	3168.66	-	3286.33	-	-	-	-	3761.09	3775.56	-	-	-
SE	1541.36	2760.26	2361.19	1417.07	-	1897.37	-	-	-	-	1880.55	1541.36	-	-	-
Nothing	1	1	-	-	1	1	-	-	-	1	-	1	-	-	-
	21%	35%	-	-	68%	29%	-	-	-	82%	-	21%	-	-	-
Don't know	*	*	-	*	-	-	*	-	-	-	*	*	-	-	-
	6%	10%	-	9%	-	-	33%	-	-	-	9%	6%	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 71

Q12. More generally now, out of every 100 women in the UK, about how many do you think will be victims of domestic abuse during their adult lives? Please give your best estimate

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
1	2 1%	2 1%	-	* *	1 3%	1 1%	* 2%	-	-	1 2%	*	-	2 1%	-	-
2	2 1%	2 1%	-	2 1%	-	2 1%	-	-	-	2 4%	*	2 5%zl	-	-	-
3	5 2%	5 3%	-	2 1%	3 6%	4 3%	-	1 3%	2 4%	1 2%	1 2%	2 5%	2 1%	1 5%	-
5	10 5%	8 5%	2 5%	8 6%	1 3%	9 5%	1 7%	-	2 4%	3 5%	4 5%	1 3%	8 6%	* 2%	-
6	1 1%	1 1%	-	1 1%	-	1 1%	-	-	1 2%	-	-	-	1 1%	-	-
10	22 11%e	19 12%	3 8%	19 12%	3 7%	14 8%	4 23%ze	4 24%	4 7%	7 12%	10 13%	5 13%	14 10%	3 20%	-
12	1 1%	1 1%	-	-	1 3%	1 1%	-	-	-	1 2%	-	-	1 1%	-	-
15	13 6%	10 6%	3 8%	11 7%	2 5%	12 7%	* 2%	1 3%	2 4%	5 9%	6 7%	4 10%	8 6%	1 5%	-
20	29 14%c	23 14%	6 16%	15 10%	13 27%zc	25 15%	1 5%	3 19%	10 18%	6 10%	12 15%	5 12%	23 17%	-	1 14%
25	11 6%	10 6%	2 4%	9 6%	2 4%	11 7%	-	-	2 4%	4 6%	5 6%	2 4%	10 7%	-	-
28	1 *	1 *	-	1 *	-	-	-	1 3%	-	-	1 1%	1 1%	-	-	-
30	20 10%	18 11%	2 6%	16 11%	4 8%	18 11%	2 9%	-	6 10%	6 10%	8 10%	4 9%	14 10%	2 19%	-
33	1 1%	1 1%	-	1 1%	-	1 1%	1 3%	-	1 1%	-	1 1%	-	1 1%	-	1 7%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 71

Q12. More generally now, out of every 100 women in the UK, about how many do you think will be victims of domestic abuse during their adult lives? Please give your best estimate

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
35	5 3%a	3 2%	3 7%	5 3%	-	3 2%	-	2 12%	2 4%	1 2%	2 2%	2 4%	3 3%	-	-
40	9 5%	7 4%	2 6%	9 6%	1 1%	7 4%	1 8%	1 7%	2 3%	5 8%	3 3%	2 5%	7 5%	-	-
45	4 2%	3 2%	2 4%	2 1%	2 5%	4 3%	-	-	2 3%	-	3 3%	2 6%	2 1%	-	-
50	10 5%	10 6%	* 1%	8 5%	3 6%	8 5%	* 2%	2 11%	3 5%	3 5%	5 6%	3 7%	6 4%	1 10%	-
55	2 1%	-	2 4%	-	2 4% c	2 1%	-	-	2 3%	-	-	-	2 1%	-	-
60	6 3%aj	3 2%	4 9%	3 2%	4 8%	6 4%	* 2%	-	5 8%zj	1 2%	1 1%	-	5 4%	1 8%	-
68	1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	1 1%	-	-
80	1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	1 2%	-	-	-
85	* *	* *	-	* *	-	-	* 2%ze	-	-	-	* *	-	* *	-	-
90	1 1%	1 1%	-	1 1%	-	1 1%	-	-	1 2%	-	-	1 3%	-	-	-
Mean	25.60	24.62	29.59	25.41	26.13	25.98	22.79	24.37	30.16i	21.50	25.37	26.57	25.19	27.05	24.36
SD	17.50	17.43	17.49	17.47	17.80	17.67	19.75	15.01	20.05	14.86	16.81	21.21	16.15	20.26	-
SE	1.41	1.53	3.43	1.67	2.62	1.65	4.21	3.44	2.92	2.51	1.97	3.64	1.56	5.85	-
Don't know	41 20%	32 20%	8 21%	35 23%	6 12%	32 19%	6 34%z	3 17%	10 18%	13 21%	18 22%	4 10%	27 20%	4 30%	5 78%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 72

Q13. And out of every 100 men in the UK, about how many do you think will be victims of domestic abuse during their adult lives? Please give your best estimate

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
1	11 6%	10 6%	1 2%	8 5%	3 6%	8 5%	2 9%	1 7%	2 4%	5 9%	4 4%	2 5%	7 5%	2 14%	-
2	4 2%a	2 1%	2 6%	4 2%	1 2%	4 2%	-	1 3%	2 4%	-	2 3%	3 7%	2 1%	-	-
3	3 2%	3 2%	-	2 1%	1 3%	3 2%	-	-	-	1 2%	2 2%	1 3%	2 1%	-	-
4	1 1%	1 1%	-	1 1%	-	1 1%	-	-	1 2%	-	-	-	1 1%	-	-
5	25 12%	21 13%	4 10%	19 13%	6 12%	17 11%	4 25%ze	3 18%	5 9%	13 21%	7 9%	5 12%	19 14%	1 9%	-
6	3 2%el	2 1%	1 2%	3 2%	-	1 1%	1 3%	2 9%	1 3%	-	2 2%	3 6%zl	1 *	-	-
7	3 2%	3 2%	-	2 1%	1 3%	2 1%	1 5%	-	-	2 4%	1 1%	-	3 2%	-	-
8	6 3%	6 4%	-	5 3%	1 2%	4 2%	-	2 10%	2 4%	1 2%	3 3%	1 3%	4 3%	1 5%	-
10	32 16%a	21 13%	11 27%	21 14%	10 21%	30 18%	1 5%	1 3%	10 17%	7 12%	15 18%	7 17%	23 16%	2 16%	-
13	1 1%	1 1%	-	-	1 3%	1 1%	-	-	-	1 2%	-	-	1 1%	-	-
15	15 7%	14 9%	1 2%	10 7%	5 10%	13 8%	1 4%	1 7%	3 6%	7 12%	4 5%	1 2%	12 9%	1 8%	1 14%
20	17 8%	14 9%	3 7%	11 7%	6 12%	15 9%	1 3%	1 7%	5 9%	4 6%	8 10%	5 12%	12 9%	-	-
25	10 5%	6 4%	4 9%	8 6%	1 3%	9 5%	* 2%	1 3%	1 2%	4 6%	5 6%	2 4%	7 5%	1 10%	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 72

Q13. And out of every 100 men in the UK, about how many do you think will be victims of domestic abuse during their adult lives? Please give your best estimate

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisa- tion (50- 249) (a)	Large organisa- tion (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
30	10 5%	7 4%	3 9%	8 5%	3 5%	10 6%	- -	- -	6 11%zi	- -	4 5%	3 6%	8 5%	- -	- -
35	4 2%	3 2%	1 2%	4 3%	- -	3 2%	1 3%	1 5%	1 3%	- -	3 4%	1 4%	3 2%	- -	- -
40	5 2%	4 2%	1 3%	3 2%	2 5%	3 2%	1 5%	1 7%	2 3%	2 4%	1 1%	- -	3 2%	1 8%	1 7%
45	1 *	1 *	- -	- -	1 1%	1 *	- -	- -	- -	- -	1 1%	1 2%	- -	- -	- -
50	3 2%	3 2%	- -	2 2%	1 2%	3 2%	* 2%	- -	1 1%	- -	2 3%	1 2%	2 2%	- -	- -
60	3 1%	3 2%	- -	3 2%	- -	2 1%	- -	1 4%	2 4%	- -	1 1%	2 5%	1 1%	- -	- -
Mean	15.27	15.29	15.17	15.48	14.71	15.47	12.33	15.68	17.79i	11.43	16.35	16.86	14.73	13.85	23.39
SD	13.04	13.58	10.81	13.57	11.66	12.65	14.07	16.12	14.90	9.43	13.51	16.40	11.79	13.01	-
SE	1.05	1.20	2.12	1.31	1.72	1.19	3.00	3.70	2.20	1.59	1.58	2.81	1.14	3.76	-
Don't know	42 21%	34 21%	8 21%	36 24%	6 12%	33 20%	6 34%	3 17%	11 20%	13 21%	18 22%	4 10%	28 20%	4 30%	5 78%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 73

Q14. How confident, or not, do you feel that your organisation - SUMMARY TABLE

Base: All respondents

		Offers an environment in which employees would feel comfortable disclosing experiences of domestic abuse to managers or HR representatives	Would know how to manage and support an employee who was a victim of domestic abuse	Would know how to manage and support an employee who was a perpetrator of domestic abuse
Unweighted Total		200	200	200
Weighted Total		200	200	200
Very confident	(4)	59 30%	34 17%	12 6%
Fairly confident	(3)	106 53%	104 52%	75 37%
Not very confident	(2)	20 10%	54 27%	80 40%
Not at all confident	(1)	8 4%	6 3%	26 13%
Don't know		6 3%	3 1%	6 3%
Prefer not to say		-	-	1 *
Confident		166 83%	138 69%	87 43%
Not confident		28 14%	59 30%	106 53%
Net confident		138 69%	79 40%	-19 -10%
Mean		3.12	2.85	2.38
SD		0.75	0.73	0.80
SE		0.05	0.05	0.06

Vodafone Foundation Domestic Violence Survey

Table 74

Q14. How confident, or not, do you feel that your organisation - Confident

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Offers an environment in which employees would feel comfortable disclosing experiences of domestic abuse to managers or HR representatives	166 83%h	134 84%	32 80%	125 83%	40 83%	135 82%	15 89%	15 83%	42 73%	52 85%	72 88%h	36 87%	116 83%	8 61%	7 95%
Would know how to manage and support an employee who was a victim of domestic abuse	138 69%	110 69%	28 70%	104 69%	34 70%	111 68%	14 83%	13 70%	41 71%	40 66%	57 70%	31 75%	92 66%	8 66%	7 95%
Would know how to manage and support an employee who was a perpetrator of domestic abuse	87 43%	70 44%	17 42%	68 45%	19 38%	70 43%	9 54%	7 41%	25 43%	26 43%	36 44%	18 45%	61 44%	4 34%	4 53%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Mean: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 75

Q14. How confident, or not, do you feel that your organisation - Not Confident

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Would know how to manage and support an employee who was a perpetrator of domestic abuse	106 53%	84 52%	22 56%	78 52%	28 57%	90 55%	7 41%	9 48%	30 53%	34 55%	42 52%	23 55%	75 54%	7 57%	1 16%
Would know how to manage and support an employee who was a victim of domestic abuse	59 30%f	48 30%	12 29%	44 29%	15 30%	53 32%	3 15%	4 23%	16 29%	20 32%	23 28%	10 25%	46 33%	3 26%	- -
Offers an environment in which employees would feel comfortable disclosing experiences of domestic abuse to managers or HR representatives	28 14%j	21 13%	7 18%	22 15%	6 12%	25 15%	1 6%	2 13%	14 25%zj	8 13%	6 7%	6 13%	20 15%	2 16%	- -

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 76

**Q14. How confident, or not, do you feel that your organisation -
Offers an environment in which employees would feel comfortable disclosing experiences of domestic abuse to managers or HR representatives**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very confident (4)	59 30%	48 30%	12 29%	44 29%	16 32%	52 31%	5 30%	3 15%	14 25%	16 27%	29 35%	18 43%	36 26%	3 22%	3 45%
Fairly confident (3)	106 53%	86 54%	20 51%	81 54%	25 51%	84 51%	10 60%	12 69%	27 48%	35 58%	44 53%	18 44%	80 57%	5 39%	3 50%
Not very confident (2)	20 10%j	15 9%	5 13%	18 12%	2 5%	17 10%	1 6%	2 13%	8 14%	8 13%	4 5%	3 8%	16 11%	1 10%	-
Not at all confident (1)	8 4%	6 4%	2 4%	5 3%	3 7%	8 5%	-	-	6 10%zi	-	2 2%	2 5%	5 3%	1 7%	-
Don't know	6 3%	5 3%	1 2%	3 2%	3 6%	5 3%	1 5%	1 3%	1 2%	1 2%	4 4%	-	3 2%	3 23%	* 5%
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Confident	166 83%h	134 84%	32 80%	125 83%	40 83%	135 82%	15 89%	15 83%	42 73%	52 85%	72 88%h	36 87%	116 83%	8 61%	7 95%
Not confident	28 14%j	21 13%	7 18%	22 15%	6 12%	25 15%	1 6%	2 13%	14 25%zj	8 13%	6 7%	6 13%	20 15%	2 16%	-
Net confident	138 69%h	113 70%	25 62%	103 68%	35 71%	111 67%	14 84%z	13 70%	27 48%	44 72%h	66 81%zh	30 73%	95 68%	6 45%	7 95%
Mean	3.12h	3.13	3.07	3.11	3.14	3.12	3.25	3.01	2.90	3.14	3.26zh	3.24	3.08	2.99	3.48
SD	0.75	0.74	0.79	0.73	0.82	0.78	0.57	0.55	0.91	0.63	0.68	0.83	0.72	0.91	0.54
SE	0.05	0.06	0.13	0.06	0.12	0.07	0.10	0.12	0.12	0.09	0.07	0.13	0.06	0.25	0.22

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 77

**Q14. How confident, or not, do you feel that your organisation -
Would know how to manage and support an employee who was a victim of domestic abuse**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures				
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)	
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7	
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**	
Very confident	(4)	34 17%	28 18%	6 16%	26 17%	9 18%	26 16%	4 24%	4 24%	11 20%	8 13%	15 18%	11 27%	19 14%	3 26%	1 7%
Fairly confident	(3)	104 52%	82 51%	22 55%	78 52%	25 52%	86 52%	10 59%	8 46%	29 51%	32 53%	42 52%	20 48%	73 52%	5 40%	6 88%
Not very confident	(2)	54 27%	42 26%	12 29%	41 27%	13 26%	47 28%	3 15%	4 23%	13 23%	20 32%	21 26%	10 23%	41 30%	2 20%	-
Not at all confident	(1)	6 3%	6 4%	-	4 2%	2 4%	6 3%	-	-	3 6%	-	2 3%	1 2%	4 3%	1 7%	-
Don't know		3 1%	2 1%	* 1%	3 2%	-	1 1%	* 2%	1 7%	-	1 2%	1 2%	-	1 1%	1 8%	* 5%
Prefer not to say		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Confident		138 69%	110 69%	28 70%	104 69%	34 70%	111 68%	14 83%	13 70%	41 71%	40 66%	57 70%	31 75%	92 66%	8 66%	7 95%
Not confident		59 30% ^f	48 30%	12 29%	44 29%	15 30%	53 32%	3 15%	4 23%	16 29%	20 32%	23 28%	10 25%	46 33%	3 26%	-
Net confident		79 40% ^l	63 39%	16 41%	60 40%	19 39%	59 36%	12 68% ^{ze}	8 47%	24 43%	21 34%	34 41%	21 50%	47 34%	5 40%	7 95%
Mean	2.85	2.84	2.87	2.85	2.83	2.80	3.09 ^z	3.01	2.85	2.81	2.87	3.01	2.78	2.93	3.08	
SD	0.73	0.75	0.67	0.72	0.77	0.74	0.64	0.73	0.81	0.66	0.74	0.76	0.72	0.92	0.29	
SE	0.05	0.06	0.11	0.06	0.10	0.06	0.11	0.16	0.11	0.10	0.08	0.12	0.06	0.24	0.12	

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 78

**Q14. How confident, or not, do you feel that your organisation -
Would know how to manage and support an employee who was a perpetrator of domestic abuse**

Base: All respondents

		Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures				
		Total (z)	Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very confident	(4)	12 6%e	12 7%	* 1%	10 7%	2 4%	7 4%	2 14%ze	3 18%	3 5%	4 7%	5 6%	3 6%	6 5%	3 20%	1 7%
Fairly confident	(3)	75 37%	58 36%	16 41%	58 38%	17 34%	64 39%	7 40%	4 24%	22 38%	22 36%	31 38%	16 38%	54 39%	2 13%	3 45%
Not very confident	(2)	80 40%	64 40%	16 41%	58 39%	22 44%	67 41%	7 41%	6 33%	22 38%	27 44%	32 39%	17 42%	55 40%	6 50%	1 16%
Not at all confident	(1)	26 13%f	20 12%	6 16%	20 13%	7 13%	23 14%f	- -	3 16%	9 15%	7 11%	11 13%	6 14%	20 14%	1 7%	- -
Don't know		6 3%	5 3%	1 2%	4 2%	2 5%	3 2%	1 5%	2 10%	2 4%	1 2%	3 3%	- -	3 2%	1 9%	2 31%
Prefer not to say		1 *	1 1%	- -	1 1%	- -	1 1%	- -	- -	- -	- -	1 1%	- -	1 1%	- -	- -
Confident		87 43%	70 44%	17 42%	68 45%	19 38%	70 43%	9 54%	7 41%	25 43%	26 43%	36 44%	18 45%	61 44%	4 34%	4 53%
Not confident		106 53%	84 52%	22 56%	78 52%	28 57%	90 55%	7 41%	9 48%	30 53%	34 55%	42 52%	23 55%	75 54%	7 57%	1 16%
Net confident		-19 -10%	-13 -8%	-6 -14%	-10 -7%	-9 -19%	-20 -12%	2 13%	-1 -7%	-5 -10%	-7 -12%	-6 -8%	-4 -11%	-14 -10%	-3 -23%	3 36%
Mean		2.38	2.40	2.27	2.40	2.30	2.33	2.72	2.48	2.35	2.40	2.38	2.37	2.35	2.53	2.87
SD		0.80	0.81	0.73	0.81	0.77	0.77	0.73	1.03	0.81	0.79	0.80	0.81	0.79	0.96	0.64
SE		0.06	0.07	0.12	0.07	0.11	0.07	0.12	0.22	0.11	0.12	0.08	0.13	0.07	0.26	0.32

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

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Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 79

Q14b. To what extent do you agree or disagree with the following statements about those who directly manage other employees in your organisation?

SUMMARY TABLE

Base: All respondents

		They would not be confident discussing domestic abuse with employees for fear of doing or saying the wrong thing	They would not see handling a domestic abuse disclosure as part of their role	They would not know how to manage and support an employee who was experiencing domestic abuse
Unweighted Total		200	200	200
Weighted Total		200	200	200
Strongly agree	(2)	25 13%	16 8%	24 12%
Tend to agree	(1)	95 47%	66 33%	84 42%
Neither agree nor disagree	(0)	21 11%	25 13%	26 13%
Tend to disagree	(-1)	37 18%	60 30%	42 21%
Strongly disagree	(-2)	12 6%	24 12%	15 7%
Don't know		9 4%	8 4%	9 5%
Prefer not to say		1 1%	1 *	1 *
Agree		120 60%	82 41%	108 54%
Disagree		48 24%	84 42%	56 28%
Net Agree		72 36%	-2 -1%	51 26%
Mean		0.45	-0.04	0.32
SD		1.13	1.23	1.18
SE		0.08	0.09	0.09

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Vodafone Foundation Domestic Violence Survey

Table 80

Q14b. To what extent do you agree or disagree with the following statements about those who directly manage other employees in your organisation? - Agree

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
They would not be confident discussing domestic abuse with employees for fear of doing or saying the wrong thing	120 60%	94 59%	26 66%	89 59%	31 63%	104 63%	8 46%	9 48%	37 65%	33 54%	50 61%	26 63%	88 63%	5 41%	1 14%
They would not know how to manage and support an employee who was experiencing domestic abuse	108 54%	88 55%	19 49%	80 53%	27 55%	90 55%	9 54%	8 45%	35 62%	28 46%	44 54%	23 55%	80 57%	4 31%	1 14%
They would not see handling a domestic abuse disclosure as part of their role	82 41%	67 42%	15 37%	59 39%	23 47%	69 42%	7 39%	6 35%	29 51%	20 33%	33 40%	17 42%	62 44%	2 18%	1 14%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 81

Q14b. To what extent do you agree or disagree with the following statements about those who directly manage other employees in your organisation? - Disagree

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
They would not see handling a domestic abuse disclosure as part of their role	84 42%	68 43%	15 38%	65 43%	19 38%	68 41%	7 41%	9 48%	20 35%	33 55%	31 37%	19 45%	57 41%	5 37%	4 53%
They would not know how to manage and support an employee who was experiencing domestic abuse	56 28%	45 28%	11 28%	45 30%	11 23%	45 28%	4 25%	7 38%	13 23%	23 37%	20 25%	15 36%	34 24%	5 36%	4 53%
They would not be confident discussing domestic abuse with employees for fear of doing or saying the wrong thing	48 24%	41 26%	7 18%	37 25%	11 22%	35 21%	6 36%	7 38%	10 17%	21 35%	17 21%	12 28%	28 20%	5 37%	4 53%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 82

Q14b. To what extent do you agree or disagree with the following statements about those who directly manage other employees in your organisation?
They would not be confident discussing domestic abuse with employees for fear of doing or saying the wrong thing

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	25	19	6	11	14	23	1	1	13	4	9	6	18	1	-
		13% ^c	12%	16%	8%	29% ^{zc}	14%	7%	5%	22% ^{zi}	6%	11%	15%	13%	7%	-
Tend to agree	(1)	95	75	20	78	17	81	7	8	25	30	41	20	70	4	1
		47% ^{cd}	47%	50%	52%	35%	49%	39%	43%	43%	48%	50%	48%	50%	35%	14%
Neither agree nor disagree	(0)	21	16	5	14	7	18	1	2	7	5	9	3	15	1	2
		11%	10%	14%	10%	14%	11%	6%	10%	12%	9%	11%	8%	11%	10%	28%
Tend to disagree	(-1)	37	30	6	28	8	27	5	4	9	15	13	9	23	4	-
		18%	19%	16%	19%	17%	17%	28%	25%	15%	25%	16%	23%	17%	33%	-
Strongly disagree	(-2)	12	11	1	9	3	8	1	2	1	6	5	2	5	1	4
		6%	7%	2%	6%	6%	5%	8%	14%	2%	10%	6%	5%	4%	5%	53%
Don't know		9	8	1	9	-	7	2	1	3	1	5	-	7	2	*
		4%	5%	2%	6%	-	4%	10%	3%	5%	1%	6%	-	5%	12%	5%
Prefer not to say		1	1	*	1	-	1	*	-	-	*	1	*	1	-	-
		1%	1%	1%	1%	-	1%	2%	-	-	1%	1%	1%	1%	-	-
Agree		120	94	26	89	31	104	8	9	37	33	50	26	88	5	1
		60%	59%	66%	59%	63%	63%	46%	48%	65%	54%	61%	63%	63%	41%	14%
Disagree		48	41	7	37	11	35	6	7	10	21	17	12	28	5	4
		24%	26%	18%	25%	22%	21%	36%	38%	17%	35%	21%	28%	20%	37%	53%
Net Agree		72	53	19	52	20	68	2	2	28	12	32	15	59	1	-3
		36% ^{fi}	33%	48%	34%	41%	41% ^{zf}	10%	10%	49% ^{zi}	19%	40% ⁱ	35%	43% ^z	4%	-38%
Mean		0.45	0.40	0.64	0.38	0.64	0.53	0.10	0.02	0.73 ^{zi}	0.15	0.48	0.46	0.55	0.07	-0.96
SD		1.13	1.16	1.00	1.09	1.23	1.10	1.24	1.26	1.06	1.19	1.09	1.16	1.07	1.18	1.31
SE		0.08	0.09	0.16	0.09	0.17	0.10	0.22	0.27	0.14	0.18	0.12	0.19	0.09	0.32	0.53

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 83

Q14b. To what extent do you agree or disagree with the following statements about those who directly manage other employees in your organisation?
They would not see handling a domestic abuse disclosure as part of their role

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	16 8%a	9 6%	7 18%	9 6%	7 15%	15 9%	1 6%	1 3%	6 11%	1 1%	9 11%	5 12%	11 8%	1 7%	-
Tend to agree	(1)	66 33%	58 36%z	8 19%	50 33%	16 32%	55 33%	6 33%	6 32%	23 40%	20 32%	23 29%	13 30%	51 37%	1 11%	1 14%
Neither agree nor disagree	(0)	25 13%a	16 10%	9 22%	18 12%	7 15%	21 13%	2 10%	2 14%	6 10%	6 11%	13 16%	5 13%	14 10%	4 33%	2 28%
Tend to disagree	(-1)	60 30%j	47 30%	13 33%	46 31%	14 29%	49 30%	4 25%	7 38%	14 24%	28 45%zhj	19 23%	11 27%	46 33%	3 24%	-
Strongly disagree	(-2)	24 12%l	21 13%	2 6%	19 13%	4 9%	19 12%	3 16%	2 10%	6 11%	6 9%	11 14%	8 18%	11 8%	2 13%	4 53%
Don't know		8 4%	7 4%	1 2%	8 5%	-	5 3%	2 10%	1 3%	2 3%	1 1%	5 6%	-	6 4%	2 12%	* 5%
Prefer not to say		1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	1 1%	-	-
Agree		82 41%	67 42%	15 37%	59 39%	23 47%	69 42%	7 39%	6 35%	29 51%	20 33%	33 40%	17 42%	62 44%	2 18%	1 14%
Disagree		84 42%	68 43%	15 38%	65 43%	19 38%	68 41%	7 41%	9 48%	20 35%	33 55%	31 37%	19 45%	57 41%	5 37%	4 53%
Net Agree		-2 -1%	-1 -1%	* -1%	-6 -4%	4 9%z	1 1%	* -2%	-2 -13%	9 16%zj	-13 -21%	2 3%z	-1 -3%	5 4%zk	-2 -19%	-3 -38%
Mean		-0.04	-0.09	0.11	-0.11	0.15	-0.02	-0.12	-0.21	0.17	-0.29	*	-0.10	0.04	-0.30	-0.96
SD		1.23	1.22	1.24	1.21	1.25	1.23	1.31	1.15	1.26	1.07	1.29	1.34	1.18	1.15	1.31
SE		0.09	0.10	0.20	0.10	0.17	0.11	0.22	0.24	0.17	0.16	0.14	0.21	0.10	0.31	0.53

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 84

Q14b. To what extent do you agree or disagree with the following statements about those who directly manage other employees in your organisation?
They would not know how to manage and support an employee who was experiencing domestic abuse

Base: All respondents

		Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
			Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total		200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total		200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Strongly agree	(2)	24 12% ^c	17 11%	7 17%	14 9%	10 21% ^z	23 14%	1 7%	-	6 11%	6 10%	12 15%	7 17%	17 12%	-	-
Tend to agree	(1)	84 42%	71 44%	12 31%	67 44%	17 34%	67 41%	8 47%	8 45%	29 51%	22 37%	32 39%	16 38%	63 45%	4 31%	1 14%
Neither agree nor disagree	(0)	26 13%	18 11%	8 20%	15 10%	10 21%	22 13%	2 9%	2 14%	5 10%	9 14%	11 14%	4 9%	17 13%	3 21%	2 28%
Tend to disagree	(-1)	42 21%	31 19%	11 27%	34 22%	8 17%	35 21%	3 15%	4 24%	9 17%	17 27%	16 19%	8 20%	30 21%	4 31%	-
Strongly disagree	(-2)	15 7% ^l	14 9%	1 2%	12 8%	3 6%	10 6%	2 10%	2 14%	4 7%	6 10%	5 6%	6 16% ^l	4 3%	1 5%	4 53%
Don't know		9 5%	8 5%	1 3%	9 6%	-	7 4%	2 12% ^z	1 3%	3 5%	1 2%	5 6%	-	7 5%	2 12%	* 5%
Prefer not to say		1 *	1 1%	-	1 1%	-	1 1%	-	-	-	-	1 1%	-	1 1%	-	-
Agree		108 54%	88 55%	19 49%	80 53%	27 55%	90 55%	9 54%	8 45%	35 62%	28 46%	44 54%	23 55%	80 57%	4 31%	1 14%
Disagree		56 28%	45 28%	11 28%	45 30%	11 23%	45 28%	4 25%	7 38%	13 23%	23 37%	20 25%	15 36%	34 24%	5 36%	4 53%
Net Agree		51 26% ^l	43 27%	8 20%	35 23%	16 32%	45 27%	5 29%	1 7%	22 38% ^z	5 9%	24 29% ^l	8 20%	46 33% ^z	-1 -5%	-3 -38%
Mean		0.32	0.31	0.37	0.27	0.47	0.36	0.30	-0.07	0.45	0.08	0.41	0.22	0.45 ^z	-0.10	-0.96
SD		1.18	1.19	1.13	1.17	1.19	1.17	1.22	1.16	1.13	1.21	1.16	1.38	1.07	1.00	1.31
SE		0.09	0.10	0.19	0.10	0.16	0.10	0.21	0.25	0.15	0.18	0.12	0.22	0.09	0.27	0.53

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 85

Q15. Has your organisation ever done any of the following things specifically to address the issue of domestic abuse amongst its workforce?

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Put in place an Employee Assistance Programme (EAP) that includes support on domestic abuse	76 38% d	63 39%	13 33%	64 43% d	12 24%	57 35%	9 54% ze	10 54%	18 32%	20 33%	38 46% z	18 42%	47 34%	6 47%	6 86%
Worked with other third parties to develop company/organisation policies, guidelines or resources	30 15% e	25 16%	5 13%	24 16%	6 13%	20 12%	5 29% ze	5 30%	9 16%	9 15%	12 14%	8 20%	19 14%	1 5%	2 31%
Offered external or third party training to HR, supervisors or managers on how to deal with situations arising from domestic abuse	23 11%	17 11%	6 15%	20 14%	3 5%	17 11%	3 18%	3 14%	11 19%	6 10%	6 7%	8 20%	13 10%	1 9%	1 7%
Offered internal training to HR, supervisors or managers on how to deal with situations arising from domestic abuse	17 8% e	11 7%	6 14%	14 9%	3 6%	8 5%	5 29% ze	4 21%	5 9%	5 8%	7 8%	6 15%	10 7%	1 10%	- -
Run a campaign to raise awareness about the issue	12 6% e	8 5%	3 8%	9 6%	3 7%	5 3%	6 32% ze	1 4%	6 10%	3 4%	4 4%	4 10%	6 5%	- -	1 22%
Nominated a domestic abuse champion within the organisation	10 5% ajl	5 3%	5 12%	7 5%	3 5%	5 3%	2 14% ze	2 10%	5 9%	4 6%	1 2%	6 13% zl	4 3%	- -	1 7%
Surveyed your workforce to find out how many people are experiencing domestic abuse. For example, in an employee survey	1 *	1 1%	- -	1 1%	- -	1 1%	- -	- -	- -	- -	1 1%	- -	1 1%	- -	- -
None of the above	101 51% f	79 50%	22 55%	69 46%	32 65% zc	91 55% zf	5 29%	5 28%	30 53%	35 58%	36 44%	18 45%	76 55%	6 44%	1 14%
Don't know	1 1%	1 1%	- -	1 *	2%	1 *	- -	1 3%	1 1%	- -	1 1%	- -	1 1%	1 5%	- -

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 86

Q17a. Does your organisation have a specific policy or guideline to cover domestic abuse amongst your workforce?

Base: All respondents

	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
	Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Yes	9 5%j	* 1%	6 4%	3 6%	8 5%	2 10%	-	5 8%	3 5%	1 2%	1 3%	6 4%	-	2 31%
No	189 95%	40 99%	143 95%	46 94%	156 95%	15 90%	17 97%	52 92%	58 95%	79 96%	40 97%	132 95%	13 100%	5 69%
Don't know	2 1%	-	2 1%	-	1 1%	-	1 3%	-	-	2 2%	-	2 1%	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 87

Q17b. Does the policy or guideline cover victims of domestic abuse?

Base: All who have a specific domestic abuse policy or guideline (Q17a)

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	10	9	1	6	4	7	3	-	5	3	2	2	7	-	1
Weighted Total	9**	9**	***	6**	3**	8**	2**	-.**	5**	3**	1**	1**	6**	-.**	2**
Yes	9	9	*	6	3	8	2	-	5	3	1	1	6	-	2
	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	-	100%
No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Mean: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 88

Q17c. Does the policy or guideline cover perpetrators of domestic abuse?

Base: All who have a specific domestic abuse policy or guideline (Q17a)

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisa- tion (50- 249) (a)	Large organisa- tion (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	10	9	1	6	4	7	3	-	5	3	2	2	7	-	1
Weighted Total	9**	9**	***	6**	3**	8**	2**	-.**	5**	3**	1**	1**	6**	-.**	2**
Yes	7	7	*	5	2	6	2	-	3	3	1	1	5	-	2
	79%	79%	100%	80%	78%	75%	100%	-	73%	100%	50%	44%	79%	-	100%
No	2	2	-	1	1	2	-	-	1	-	1	1	1	-	-
	21%	21%	-	20%	22%	25%	-	-	27%	-	50%	56%	21%	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 89

Q18. Which, if any, of the following types of support is provided in your policy or guideline to employees who have experienced domestic abuse?

Base: All who have a specific domestic abuse policy or guideline (Q17a)

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	10	9	1	6	4	7	3	-	5	3	2	2	7	-	1
Weighted Total	9**	9**	***	6**	3**	8**	2**	-.**	5**	3**	1**	1**	6**	-.**	2**
Special leave / time off work	9 100%	9 100%	* 100%	6 100%	3 100%	8 100%	2 100%	-	5 100%	3 100%	1 100%	1 100%	6 100%	-	2 100%
Change of work duties	9 100%	9 100%	* 100%	6 100%	3 100%	8 100%	2 100%	-	5 100%	3 100%	1 100%	1 100%	6 100%	-	2 100%
Flexible working	9 100%	9 100%	* 100%	6 100%	3 100%	8 100%	2 100%	-	5 100%	3 100%	1 100%	1 100%	6 100%	-	2 100%
Change of work hours	9 93%	8 93%	* 100%	6 100%	2 78%	7 91%	2 100%	-	5 100%	3 100%	1 50%	1 100%	5 89%	-	2 100%
Strict confidentiality clause for disclosures	8 86%	8 86%	* 100%	5 80%	3 100%	6 83%	2 100%	-	3 73%	3 100%	1 100%	1 100%	5 79%	-	2 100%
Information about local domestic abuse support services	8 86%	8 86%	* 100%	5 80%	3 100%	6 83%	2 100%	-	3 73%	3 100%	1 100%	1 100%	5 79%	-	2 100%
Ability to change phone number or email address at work	7 74%	7 77%	-	5 75%	2 72%	6 73%	1 81%	-	3 55%	3 91%	1 100%	1 100%	4 60%	-	2 100%
Professional counselling	6 64%	6 63%	* 100%	4 60%	2 72%	4 56%	2 100%	-	1 28%	3 100%	1 100%	1 100%	3 44%	-	2 100%
Loans or other financial assistance	5 51%	5 53%	-	3 42%	2 72%	4 56%	1 30%	-	1 28%	2 65%	1 100%	1 100%	1 25%	-	2 100%
Work relocation	4 40%	3 38%	* 100%	4 58%	-	3 33%	1 70%	-	3 54%	1 35%	-	-	4 62%	-	-
Medical treatment	4 39%	4 40%	-	2 34%	1 50%	4 48%	-	-	1 18%	2 65%	1 50%	-	1 25%	-	2 100%
Legal assistance	2 26%	2 24%	* 100%	* 5%	2 72%	2 28%	* 19%	-	1 18%	* 9%	1 100%	1 56%	2 30%	-	-
Temporary accommodation	1 7%	1 7%	-	-	1 22%	1 9%	-	-	-	-	1 50%	1 56%	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 89

Q18. Which, if any, of the following types of support is provided in your policy or guideline to employees who have experienced domestic abuse?

Base: All who have a specific domestic abuse policy or guideline (Q17a)

	Total (z)	Organisation Size		Organisation Industry	Organisation Sector			Region			Disclosures				
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	10	9	1	6	4	7	3	-	5	3	2	2	7	-	1
Weighted Total	9**	9**	***	6**	3**	8**	2**	-.**	5**	3**	1**	1**	6**	-.**	2**
Other assistance	2	2	*	2	1	2	*	-	1	*	1	-	2	-	-
	24%	21%	100%	25%	22%	25%	19%	-	27%	9%	50%	-	37%	-	-
None of these	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 90

Q19. And what motivated your organisation to put specific domestic abuse policies or guidelines in place?

Base: All who have a specific domestic abuse policy or guideline (Q17a)

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	10	9	1	6	4	7	3	-	5	3	2	2	7	-	1
Weighted Total	9**	9**	***	6**	3**	8**	2**	-.**	5**	3**	1**	1**	6**	-.**	2**
On the recommendation of government, police or health service	3 28%	3 29%	- -	3 41%	- -	1 17%	1 81%	- -	2 38%	1 26%	- -	1 44%	2 35%	- -	- -
Off the back of a national campaign on the issue	3 28%	3 29%	- -	3 41%	- -	1 17%	1 81%	- -	2 38%	1 26%	- -	1 44%	2 35%	- -	- -
On the recommendation of an NGO or charity	2 24%	2 24%	- -	1 21%	1 28%	1 11%	1 81%	- -	1 28%	1 26%	- -	1 44%	2 28%	- -	- -
An incident of domestic abuse occurred to an employee within the organisation.	1 5%	1 6%	- -	1 8%	- -	- -	1 30%	- -	1 11%	- -	- -	1 44%	- -	- -	- -
A senior member of staff has been personally affected by domestic abuse	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Other reason	7 76%	7 76%	* 100%	5 79%	2 72%	7 89%	* 19%	- -	3 72%	2 74%	1 100%	1 56%	4 72%	- -	2 100%
Don't know	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Prefer not to say	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 91

Q20. Please tell us which, if any, of the following barriers your organisation faces in providing more support to employees enduring domestic abuse?

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Low awareness of the issue in general	128 64%	108 67% ^z	20 50%	96 64%	32 64%	107 65%	11 63%	10 55%	39 69%	39 63%	50 61%	24 59%	92 66%	10 83%	1 14%
Lack of training for line managers	123 62%	98 61%	25 64%	92 61%	31 63%	102 62%	11 63%	10 55%	37 66%	38 63%	47 58%	29 70%	86 61%	7 56%	1 22%
Lack of clear policy or guidelines	109 55%	87 54%	22 55%	76 51%	33 67%	91 55%	9 51%	9 52%	32 56%	33 54%	44 54%	23 54%	79 57%	7 54%	1 14%
Lack of training for HR managers	108 54%	90 56%	18 46%	82 54%	26 53%	90 55%	9 50%	9 52%	35 61%	35 57%	39 47%	22 52%	79 57%	6 48%	2 26%
General unwillingness of staff to disclose instances of domestic abuse to their employer	105 52% ^{jl}	80 50%	25 62%	75 50%	30 61%	89 54%	7 42%	8 46%	40 70% ^z _{ij}	29 48%	36 44%	32 76% ^{zl}	62 45%	8 64%	3 43%
Lack of clarity about where to find external support	103 52%	80 50%	23 57%	75 50%	28 58%	87 52%	8 47%	9 48%	33 57%	31 50%	40 49%	25 61%	68 49%	8 59%	3 41%
Lack of skills to assist within the organisation	99 49%	79 49%	20 49%	70 46%	28 58%	83 50%	8 49%	7 39%	33 58%	30 49%	35 43%	22 53%	69 50%	6 44%	2 26%
Lack of time and resources within the organisation	78 39%	63 39%	16 39%	57 38%	21 44%	65 39%	8 44%	6 32%	26 46%	22 36%	30 36%	19 47%	54 39%	2 20%	3 38%
Organisation already covers a wide range of support and doesn't want to restrict itself to one issue	69 34%	57 35%	12 31%	52 35%	16 33%	53 32%	11 63% ^{ze}	5 30%	23 41%	23 37%	23 28%	17 40%	45 32%	5 43%	2 26%
Lack of time to deal with the issue	59 29%	45 28%	13 34%	42 28%	17 34%	49 30%	5 32%	4 25%	19 33%	14 23%	26 32%	14 35%	40 29%	3 24%	1 16%
Lack of clarity about who should provide support HR, manager, colleagues	52 26%	42 27%	9 23%	40 26%	12 24%	41 25%	5 27%	6 32%	18 31%	14 24%	20 24%	13 32%	35 25%	3 27%	1 7%
Financial cost to the organisation	46 23%	39 24%	8 20%	36 24%	10 21%	36 22%	5 31%	5 29%	18 32% ⁱ	7 12%	21 26%	15 35%	31 22%	1 4%	1 7%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 91

Q20. Please tell us which, if any, of the following barriers your organisation faces in providing more support to employees enduring domestic abuse?

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Belief that this is a personal matter and not for the workplace	33 17%	27 17%	6 15%	25 16%	9 18%	31 19%	2 9%	1 7%	16 28% zij	6 10%	11 14%	8 19%	24 18%	1 9%	-
Lack of senior support for action within the organisation	33 16%	27 17%	6 14%	24 16%	9 18%	26 16%	3 15%	4 20%	10 18%	11 18%	11 13%	8 19%	23 16%	2 14%	-
Fear of putting other employees at risk	11 6%	9 5%	3 7%	7 5%	4 8%	9 6%	-	2 12%	6 10% i	-	6 7%	5 12%	6 4%	1 5%	-
Fear of damaging the reputation of the organisation	5 3% a	3 2%	3 7%	3 2%	2 5%	3 2%	* 2%	2 9%	3 5%	-	3 3%	1 2%	4 3%	1 5%	-
Other reason	12 6%	10 6%	2 4%	8 5%	4 9%	10 6%	* 2%	2 11%	5 9%	3 4%	4 5%	5 11%	7 5%	-	-
None	28 14%	22 14%	7 16%	22 14%	7 14%	22 13%	3 18%	4 20%	4 7%	10 16%	14 17%	3 7%	25 18% z	1 4%	-
Don't know	* *	- -	* 1%	* *	- -	- -	* 2% ze	-	- -	- -	* *	- -	- -	- -	5%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 92

Q22. In the next 12 months, how likely or not is it that your organisation will take steps to develop policy to support employees experiencing domestic abuse, or do you think your organisation is already equipped to support employees experiencing domestic abuse?

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very likely	13 6%	9 5%	4 9%	12 8%	1 2%	9 5%	3 15%z	1 6%	4 7%	2 3%	7 8%	6 15%zl	6 4%	- -	- -
Fairly likely	53 27%	41 25%	12 31%	35 23%	18 36%	43 26%	4 24%	6 35%	13 23%	17 28%	23 28%	11 27%	36 26%	5 36%	2 24%
Not very likely	66 33%	53 33%	13 32%	46 31%	20 40%	57 35%	6 37%	2 13%	20 35%	24 39%	22 27%	10 23%	50 36%	5 39%	1 14%
Not at all likely	27 13%	27 17%z	- -	21 14%	5 11%	22 13%	2 10%	3 17%	10 17%	9 15%	8 10%	5 12%	22 15%	- -	- -
Not relevant because the organisation is already equipped to support on this issue	35 17%	25 16%	9 24%	30 20%	5 11%	29 18%	1 7%	4 24%	10 18%	9 15%	16 19%	8 20%	21 15%	3 20%	3 43%
Don't know	7 3%	5 3%	1 4%	7 5%	- -	5 3%	1 7%	1 3%	1 1%	- -	6 8%z	1 1%	4 3%	1 4%	1 19%
Likely	66 33%	50 31%	16 40%	47 31%	19 38%	52 31%	7 39%	8 42%	17 29%	19 31%	30 36%	18 42%	42 30%	5 36%	2 24%
Not likely	93 46%j	80 50%z	13 32%	68 45%	25 51%	79 48%	8 47%	6 31%	30 52%	33 54%	30 37%	15 36%	72 52%z	5 39%	1 14%
Net likely	-27 -13%	-30 -19%	3 8%	-21 -14%	-6 -13%	-28 -17%	-1 -8%	2 11%	-13 -23%	-14 -23%	* *	3 7%	-30 -21%	* -3%	1 9%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 93

Q23 Which of the following, if any, would be helpful to your organisation at the current time -

SUMMARY TABLE

Base: All respondents

		A national campaign to raise awareness of the issue of domestic abuse	More information on the cost of domestic abuse to businesses	Template materials that can be used to run an internal awareness campaign (e.g. posters)	A template company/organisation policy or guideline	External training for managers	Online training courses	Guidance on where to find local domestic abuse support	Security checklist	Guidance on standardised paid leave for domestic abuse cases
Unweighted Total		200	200	200	200	200	200	200	200	200
Weighted Total		200	200	200	200	200	200	200	200	200
Very helpful	(4)	80 40%	70 35%	76 38%	81 40%	62 31%	78 39%	100 50%	36 18%	37 18%
Fairly helpful	(3)	85 43%	70 35%	83 41%	79 40%	88 44%	74 37%	84 42%	59 30%	100 50%
Not very helpful	(2)	22 11%	40 20%	27 14%	23 12%	35 17%	31 15%	8 4%	42 21%	40 20%
Not at all helpful	(1)	6 3%	15 8%	11 6%	10 5%	12 6%	13 7%	7 3%	17 9%	14 7%
Don't know		7 4%	5 3%	3 1%	7 4%	4 2%	3 2%	2 1%	45 23%	10 5%
Helpful		165 83%	140 70%	159 79%	160 80%	149 75%	153 76%	184 92%	95 48%	136 68%
Not helpful		28 14%	55 28%	39 19%	33 17%	46 23%	44 22%	14 7%	59 30%	53 27%
Net helpful		138 69%	84 42%	120 60%	127 63%	103 51%	108 54%	169 85%	36 18%	83 42%
Mean		3.24	3.00	3.13	3.20	3.02	3.11	3.40	2.74	2.84
SD		0.77	0.94	0.86	0.84	0.86	0.91	0.72	0.94	0.82
SE		0.06	0.07	0.06	0.06	0.06	0.06	0.05	0.08	0.06

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Vodafone Foundation Domestic Violence Survey

Table 94

Q23 Which of the following, if any, would be helpful to your organisation at the current time - Helpful

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Guidance on where to find local domestic abuse support	184 92%	147 92%	36 91%	137 91%	47 96%	152 92%	15 86%	17 97%	50 88%	61 99%zhj	73 89%	41 99%	125 90%	11 87%	7 95%
A national campaign to raise awareness of the issue of domestic abuse	165 83%	132 82%	34 84%	124 82%	41 84%	135 82%	16 93%	15 83%	48 84%	54 88%	63 77%	35 84%	113 81%	12 95%	6 81%
A template company/organisation policy or guideline	160 80%	127 80%	33 81%	116 77%	44 89%	130 79%	13 77%	17 93%	45 78%	52 85%	63 77%	37 90%	105 76%	12 92%	6 81%
Template materials that can be used to run an internal awareness campaign (e.g. posters)	159 79%	124 77%	35 87%	116 77%	42 86%	129 78%	14 82%	16 87%	42 75%	53 87%	63 77%	35 85%	108 78%	10 83%	4 64%
Online training courses	153 76%	122 77%	30 75%	117 78%	35 72%	125 76%	13 79%	14 78%	42 74%	50 82%	61 74%	34 83%	102 73%	10 76%	7 95%
External training for managers	149 75%	120 75%	29 72%	111 73%	39 79%	120 73%	14 81%	16 87%	42 74%	50 81%	58 71%	35 85%	98 70%	10 80%	7 95%
More information on the cost of domestic abuse to businesses	140 70%j	116 72%	24 60%	101 67%	39 79%	113 69%	12 69%	14 80%	39 68%	52 85%zj	49 59%	29 70%	99 71%	9 74%	3 38%
Guidance on standardised paid leave for domestic abuse cases	136 68%	113 71%	23 58%	100 66%	36 74%	111 68%	11 66%	14 76%	35 61%	49 81%zh	52 64%	31 76%	93 67%	7 58%	5 69%
Security checklist	95 48%	73 45%	23 57%	71 47%	24 49%	82 50%	8 49%	5 29%	27 48%	27 44%	41 51%	24 59%	61 44%	5 40%	5 69%

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 95

Q23 Which of the following, if any, would be helpful to your organisation at the current time - Not Helpful

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Security checklist	59 30%j	47 30%	12 30%	42 28%	17 35%	49 30%	4 26%	6 31%	19 33%	22 37%	18 22%	11 26%	44 32%	4 35%	-
More information on the cost of domestic abuse to businesses	55 28%i	39 25%	16 40%	46 31%	9 18%	47 29%	4 26%	4 20%	17 29%	9 15%	29 36%zi	11 27%	37 27%	3 26%	3 45%
Guidance on standardised paid leave for domestic abuse cases	53 27%a	37 23%	16 40%	42 28%	11 23%	46 28%	5 28%	3 17%	19 32%	10 16%	25 30%	10 24%	37 27%	5 40%	1 14%
External training for managers	46 23%	36 23%	10 26%	36 24%	10 21%	42 25%	2 12%	2 13%	15 26%	11 19%	20 25%	6 15%	38 27%	3 20%	-
Online training courses	44 22%	35 22%	10 24%	30 20%	14 28%	38 23%	2 14%	4 22%	15 26%	11 18%	19 23%	7 17%	34 25%	3 24%	-
Template materials that can be used to run an internal awareness campaign (e.g. posters)	39 19%	34 21%	5 12%	32 21%	7 14%	34 21%	2 13%	2 13%	14 25%	8 13%	17 20%	6 15%	28 20%	2 17%	2 31%
A template company/organisation policy or guideline	33 17%	26 16%	7 18%	28 18%	5 11%	29 17%	3 18%	1 7%	12 21%	5 8%	16 20%	4 10%	27 19%	1 8%	1 14%
A national campaign to raise awareness of the issue of domestic abuse	28 14%f	22 13%	6 15%	20 13%	8 16%	25 15%	* 2%	2 10%	9 15%	6 10%	13 16%	6 14%	21 15%	1 5%	-
Guidance on where to find local domestic abuse support	14 7%i	11 7%	3 8%	12 8%	2 4%	12 7%	2 9%	1 3%	7 12%i	* 1%	8 9%	* 1%	13 9%	2 13%	-

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 96

**Q23 Which of the following, if any, would be helpful to your organisation at the current time -
A national campaign to raise awareness of the issue of domestic abuse**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful	(4) 80 40%a	58 36%	23 56%	58 38%	23 46%	60 37%	10 57%ze	10 56%	22 38%	23 38%	36 43%	22 54%	49 35%	7 52%	3 38%
Fairly helpful	(3) 85 43%j	74 46%z	11 27%	67 44%	18 37%	74 45%	6 36%	5 27%	26 46%	31 51%	28 34%	12 30%	64 46%	6 44%	3 43%
Not very helpful	(2) 22 11%	18 11%	3 8%	14 9%	7 15%	20 12%	- -	2 10%	5 8%	6 10%	11 14%	6 14%	15 11%	1 5%	- -
Not at all helpful	(1) 6 3%	3 2%	3 7%	5 4%	1 1%	6 3%	* 2%	- -	4 7%	- -	2 2%	- -	6 4%	- -	- -
Don't know	7 4%	7 4%	* 1%	7 5%	- -	5 3%	1 5%	1 7%	1 1%	1 2%	5 6%	1 2%	5 3%	- -	1 19%
Helpful	165 83%	132 82%	34 84%	124 82%	41 84%	135 82%	16 93%	15 83%	48 84%	54 88%	63 77%	35 84%	113 81%	12 95%	6 81%
Not helpful	28 14%f	22 13%	6 15%	20 13%	8 16%	25 15%	* 2%	2 10%	9 15%	6 10%	13 16%	6 14%	21 15%	1 5%	- -
Net helpful	138 69%j	110 69%	27 69%	105 69%	33 67%	109 66%	15 90%ze	13 73%	39 69%	48 79%	50 61%	29 70%	92 66%	11 91%	6 81%
Mean	3.24	3.21	3.35	3.23	3.28	3.18	3.55	3.50	3.16	3.29	3.26	3.41	3.16	3.47	3.47
SD	0.77	0.73	0.91	0.78	0.77	0.78	0.65	0.70	0.86	0.64	0.81	0.74	0.80	0.61	0.55
SE	0.06	0.06	0.15	0.07	0.11	0.07	0.11	0.15	0.11	0.10	0.08	0.12	0.07	0.15	0.25

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 97

**Q23 Which of the following, if any, would be helpful to your organisation at the current time -
More information on the cost of domestic abuse to businesses**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures				
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)	
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7	
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**	
Very helpful	(4)	70 35%a	50 31%	20 49%	51 34%	19 38%	54 33%	5 31%	10 56%	20 36%	26 43%	23 28%	18 43%	46 33%	4 30%	2 31%
Fairly helpful	(3)	70 35%	66 41%z	4 11%	50 33%	20 40%	59 36%	6 38%	4 24%	18 32%	26 42%	26 31%	11 27%	53 38%	6 44%	1 7%
Not very helpful	(2)	40 20%a	27 17%	13 32%	33 22%	7 13%	35 21%	2 10%	3 17%	6 11%	8 13%	25 31%zhi	10 23%	24 17%	3 26%	3 45%
Not at all helpful	(1)	15 8%	12 8%	3 8%	13 9%	2 5%	12 7%	3 15%	1 3%	10 18%zij	1 1%	4 5%	2 4%	13 10%	-	-
Don't know		5 3%	5 3%	* 1%	4 3%	1 3%	4 3%	1 5%	-	1 2%	-	4 5%	1 2%	3 2%	-	1 17%
Helpful		140 70%j	116 72%	24 60%	101 67%	39 79%	113 69%	12 69%	14 80%	39 68%	52 85%zj	49 59%	29 70%	99 71%	9 74%	3 38%
Not helpful		55 28%i	39 25%	16 40%	46 31%	9 18%	47 29%	4 26%	4 20%	17 29%	9 15%	29 36%zi	11 27%	37 27%	3 26%	3 45%
Net helpful		84 42%cj	76 48%z	8 20%	55 36%	30 61%zc	66 40%	7 44%	11 60%	22 39%	43 70%zhj	19 24%	18 43%	61 44%	6 49%	-1 -7%
Mean	3.00	2.99	3.02	2.94	3.16	2.97	2.90	3.33	2.88	3.27zj	2.87	3.11	2.96	3.04	2.82	
SD	0.94	0.90	1.07	0.96	0.85	0.93	1.07	0.89	1.11	0.75	0.90	0.93	0.96	0.78	1.03	
SE	0.07	0.07	0.17	0.08	0.12	0.08	0.18	0.19	0.15	0.11	0.09	0.15	0.08	0.19	0.46	

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 98

**Q23 Which of the following, if any, would be helpful to your organisation at the current time -
Template materials that can be used to run an internal awareness campaign (e.g. posters)**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful	(4) 76 38%el	57 36%	19 47%	56 37%	20 40%	53 32%	9 55%ze	13 73%	22 38%	23 37%	31 38%	23 55%zl	46 33%	6 45%	1 22%
Fairly helpful	(3) 83 41%	67 42%	16 40%	60 40%	23 46%	76 46%z	5 27%	2 13%	21 36%	30 50%	32 39%	12 30%	63 45%	5 38%	3 43%
Not very helpful	(2) 27 14%	25 16%	2 6%	22 15%	5 11%	23 14%	2 11%	2 13%	8 14%	4 6%	16 19%	6 15%	19 14%	2 17%	- -
Not at all helpful	(1) 11 6%j	9 5%	3 7%	10 7%	1 3%	11 7%	* 2%	- -	6 11%j	4 7%	1 1%	- -	9 7%	- -	2 31%
Don't know	3 1%	2 2%	* 1%	3 2%	- -	2 1%	1 5%	- -	1 1%	- -	2 3%	- -	2 2%	- -	* 5%
Helpful	159 79%	124 77%	35 87%	116 77%	42 86%	129 78%	14 82%	16 87%	42 75%	53 87%	63 77%	35 85%	108 78%	10 83%	4 64%
Not helpful	39 19%	34 21%	5 12%	32 21%	7 14%	34 21%	2 13%	2 13%	14 25%	8 13%	17 20%	6 15%	28 20%	2 17%	2 31%
Net helpful	120 60%a	90 56%	30 74%	84 56%	36 73%zc	95 58%	12 69%	13 73%	28 50%	45 74%zh	46 57%	29 70%	80 58%	8 66%	2 33%
Mean	3.13e	3.09	3.28	3.09	3.24	3.05	3.42	3.60	3.03	3.17	3.17	3.40zl	3.06	3.28	2.58
SD	0.86	0.86	0.86	0.89	0.76	0.86	0.81	0.73	0.99	0.83	0.79	0.74	0.86	0.77	1.26
SE	0.06	0.07	0.14	0.07	0.10	0.07	0.14	0.15	0.13	0.12	0.08	0.12	0.07	0.19	0.52

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 99

**Q23 Which of the following, if any, would be helpful to your organisation at the current time -
A template company/organisation policy or guideline**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful	(4) 81 40%	61 38%	20 49%	62 41%	18 38%	61 37%	8 45%	12 67%	20 36%	27 44%	34 41%	17 41%	56 41%	6 49%	1 14%
Fairly helpful	(3) 79 40%	66 41%	13 32%	54 36%	25 51%	69 42%	5 32%	5 26%	24 43%	25 41%	30 36%	20 49%	49 35%	5 43%	5 66%
Not very helpful	(2) 23 12%	20 12%	4 9%	20 13%	4 8%	20 12%	2 14%	1 7%	5 9%	5 7%	14 17% ^z	4 9%	18 13%	1 8%	1 14%
Not at all helpful	(1) 10 5%	6 4%	3 8%	8 5%	2 3%	9 5%	1 4%	-	7 12% ^{zij}	* 1%	2 3%	* 1%	9 7%	-	-
Don't know	7 4%	7 4%	* 1%	7 5%	-	6 4%	1 5%	-	1 1%	4 7%	2 3%	-	7 5%	-	* 5%
Helpful	160 80%	127 80%	33 81%	116 77%	44 89%	130 79%	13 77%	17 93%	45 78%	52 85%	63 77%	37 90%	105 76%	12 92%	6 81%
Not helpful	33 17%	26 16%	7 18%	28 18%	5 11%	29 17%	3 18%	1 7%	12 21%	5 8%	16 20%	4 10%	27 19%	1 8%	1 14%
Net helpful	127 63% ^{cl}	101 63%	25 63%	89 59%	38 78% ^{zc}	101 61%	10 60%	15 86%	33 57%	47 77% ^{zj}	47 58%	33 80% ^{zl}	78 56%	11 84%	5 66%
Mean	3.20	3.19	3.23	3.19	3.23	3.15	3.25	3.60	3.03	3.38	3.19	3.31	3.15	3.41	3.00
SD	0.84	0.81	0.95	0.87	0.74	0.85	0.88	0.63	0.98	0.66	0.83	0.67	0.91	0.66	0.60
SE	0.06	0.07	0.15	0.07	0.10	0.07	0.15	0.13	0.13	0.10	0.09	0.11	0.08	0.16	0.24

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 100

Q23 Which of the following, if any, would be helpful to your organisation at the current time - External training for managers

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful (4)	62 31%	50 31%	12 29%	45 30%	17 34%	50 30%	5 31%	7 39%	17 31%	18 29%	26 32%	21 52%zl	37 27%	2 17%	1 14%
Fairly helpful (3)	88 44%	70 44%	17 43%	65 43%	22 45%	71 43%	8 50%	9 48%	24 43%	32 52%	32 39%	14 33%	60 43%	8 63%	6 81%
Not very helpful (2)	35 17%	28 18%	7 16%	27 18%	7 15%	31 19%	2 10%	2 10%	9 16%	9 15%	16 20%	6 15%	26 19%	2 16%	-
Not at all helpful (1)	12 6%	8 5%	4 10%	9 6%	3 6%	11 7%	* 2%	1 3%	6 10%	2 4%	4 5%	-	11 8%	1 5%	-
Don't know	4 2%	3 2%	1 2%	4 3%	-	3 2%	1 7%	-	1 1%	-	4 4%	-	4 3%	-	* 5%
Helpful	149 75%	120 75%	29 72%	111 73%	39 79%	120 73%	14 81%	16 87%	42 74%	50 81%	58 71%	35 85%	98 70%	10 80%	7 95%
Not helpful	46 23%	36 23%	10 26%	36 24%	10 21%	42 25%	2 12%	2 13%	15 26%	11 19%	20 25%	6 15%	38 27%	3 20%	-
Net helpful	103 51%l	84 53%	19 47%	74 49%	29 58%	78 47%	12 68%ze	13 73%	27 48%	38 63%	37 46%	29 70%zl	60 43%	8 60%	7 95%
Mean	3.02l	3.04	2.93	3.00	3.07	2.98	3.17	3.22	2.95	3.07	3.02	3.36zl	2.91	2.92	3.15
SD	0.86	0.84	0.93	0.86	0.85	0.88	0.74	0.78	0.94	0.77	0.87	0.74	0.90	0.74	0.39
SE	0.06	0.07	0.15	0.07	0.12	0.07	0.13	0.16	0.13	0.11	0.09	0.12	0.08	0.18	0.16

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 101

**Q23 Which of the following, if any, would be helpful to your organisation at the current time -
Online training courses**

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful	(4) 78 39%	64 40%	15 37%	64 42%	15 30%	59 36%	8 49%	11 61%	20 35%	27 45%	31 38%	21 52%	51 37%	2 18%	4 53%
Fairly helpful	(3) 74 37%	59 37%	15 38%	54 35%	21 42%	66 40%	5 31%	3 16%	22 39%	23 37%	29 36%	13 32%	51 37%	7 58%	3 43%
Not very helpful	(2) 31 15%	25 16%	6 15%	19 12%	12 25%	27 16%	1 7%	3 16%	8 13%	8 13%	15 19%	6 15%	22 16%	2 20%	-
Not at all helpful	(1) 13 7%	10 6%	4 9%	12 8%	2 3%	11 7%	1 7%	1 7%	7 12%	3 5%	4 4%	1 1%	12 9%	1 5%	-
Don't know	3 2%	3 2%	* 1%	3 2%	-	2 1%	1 7%ze	-	1 1%	-	3 3%	-	3 2%	-	* 5%
Helpful	153 76%	122 77%	30 75%	117 78%	35 72%	125 76%	13 79%	14 78%	42 74%	50 82%	61 74%	34 83%	102 73%	10 76%	7 95%
Not helpful	44 22%	35 22%	10 24%	30 20%	14 28%	38 23%	2 14%	4 22%	15 26%	11 18%	19 23%	7 17%	34 25%	3 24%	-
Net helpful	108 54% ^l	88 55%	21 52%	87 57%	22 44%	87 53%	11 66%	10 55%	27 48%	39 64%	42 51%	28 67%	68 49%	7 52%	7 95%
Mean	3.11	3.12	3.04	3.14	2.99	3.06	3.30	3.32	2.97	3.22	3.11	3.34	3.03	2.89	3.55
SD	0.91	0.90	0.96	0.93	0.83	0.89	0.93	0.99	1.00	0.86	0.87	0.79	0.95	0.77	0.54
SE	0.06	0.07	0.15	0.08	0.11	0.08	0.16	0.21	0.13	0.13	0.09	0.13	0.08	0.19	0.22

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

filename : 17-031119_VODAFONE_extuse_v1_tables

Proportions/Means: Columns Tested (5% risk level) - z/a/b - z/c/d - z/e/f/g - z/h/i/j - z/k/l/m/n

Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

Vodafone Foundation Domestic Violence Survey

Table 102

Q23 Which of the following, if any, would be helpful to your organisation at the current time -
Guidance on where to find local domestic abuse support

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organis- ation (50- 249) (a)	Large organis- ation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful	(4) 100 50%	78 49%	22 56%	72 48%	28 57%	79 48%	8 50%	13 71%	27 47%	30 49%	44 53%	21 51%	70 50%	7 57%	2 34%
Fairly helpful	(3) 84 42%	70 44%	14 35%	65 43%	19 39%	73 44%	6 36%	5 26%	23 41%	31 51%	29 36%	20 48%	56 40%	4 31%	4 62%
Not very helpful	(2) 8 4%	8 5%	* 1%	7 4%	1 3%	7 4%	1 5%	1 3%	2 3%	* 1%	6 7%	* 1%	6 4%	2 13%	- -
Not at all helpful	(1) 7 3%	3 2%	3 8%	6 4%	1 2%	6 4%	1 4%	- -	5 8%z	- -	2 2%	- -	7 5%	- -	- -
Don't know	2 1%	1 1%	* 1%	2 1%	- -	1 1%	1 5%ze	- -	1 1%	- -	1 2%	- -	1 1%	- -	* 5%
Helpful	184 92%	147 92%	36 91%	137 91%	47 96%	152 92%	15 86%	17 97%	50 88%	61 99%zhj	73 89%	41 99%	125 90%	11 87%	7 95%
Not helpful	14 7%i	11 7%	3 8%	12 8%	2 4%	12 7%	2 9%	1 3%	7 12%i	* 1%	8 9%	* 1%	13 9%	2 13%	- -
Net helpful	169 85%	136 85%	33 82%	124 82%	45 91%	139 84%	13 77%	17 94%	43 76%	60 99%zhj	65 80%	41 98%zl	112 81%	9 75%	7 95%
Mean	3.40	3.40	3.40	3.36	3.51	3.37	3.38	3.68	3.27	3.48	3.43	3.50	3.37	3.44	3.35
SD	0.72	0.69	0.86	0.74	0.64	0.73	0.80	0.55	0.89	0.51	0.72	0.52	0.78	0.73	0.52
SE	0.05	0.05	0.14	0.06	0.09	0.06	0.14	0.11	0.12	0.08	0.07	0.08	0.07	0.18	0.21

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

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Vodafone Foundation Domestic Violence Survey

Table 103

Q23 Which of the following, if any, would be helpful to your organisation at the current time - Security checklist

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful (4)	36 18%	29 18%	8 19%	27 18%	9 18%	29 17%	4 26%	3 18%	11 20%	9 15%	16 19%	10 24%	24 17%	1 11%	1 14%
Fairly helpful (3)	59 30%	44 27%	15 38%	44 29%	15 31%	53 32%	4 23%	2 12%	16 28%	18 29%	26 31%	14 35%	37 27%	4 29%	4 55%
Not very helpful (2)	42 21%	35 22%	7 18%	27 18%	14 30%	34 21%	2 11%	6 31%	9 16%	19 31%	14 17%	10 25%	28 20%	4 32%	-
Not at all helpful (1)	17 9%	13 8%	5 12%	15 10%	2 5%	15 9%	2 15%	-	9 17%zj	3 5%	5 6%	1 1%	16 12%z	* 2%	-
Don't know	45 23%	40 25%	5 13%	37 25%	8 16%	34 21%	4 26%	7 39%	11 20%	12 19%	22 27%	6 15%	34 24%	3 25%	2 31%
Helpful	95 48%	73 45%	23 57%	71 47%	24 49%	82 50%	8 49%	5 29%	27 48%	27 44%	41 51%	24 59%	61 44%	5 40%	5 69%
Not helpful	59 30%j	47 30%	12 30%	42 28%	17 35%	49 30%	4 26%	6 31%	19 33%	22 37%	18 22%	11 26%	44 32%	4 35%	-
Net helpful	36 18%il	25 16%	11 27%	29 19%	7 14%	33 20%	4 23%	* -2%	8 15%	4 7%	23 29%zi	14 33%zl	17 12%	1 5%	5 69%
Mean	2.74	2.74	2.74	2.74	2.74	2.73	2.80	2.77	2.63	2.67	2.89	2.97	2.65	2.65	3.21
SD	0.94	0.94	0.97	0.97	0.87	0.93	1.16	0.91	1.08	0.87	0.89	0.81	1.00	0.81	0.46
SE	0.08	0.09	0.17	0.09	0.13	0.09	0.22	0.24	0.16	0.14	0.11	0.14	0.10	0.25	0.23

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

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Vodafone Foundation Domestic Violence Survey

Table 104

Q23 Which of the following, if any, would be helpful to your organisation at the current time - Guidance on standardised paid leave for domestic abuse cases

Base: All respondents

	Total (z)	Organisation Size		Organisation Industry		Organisation Sector			Region			Disclosures			
		Medium organisation (50-249) (a)	Large organisation (250+) (b)	Service sector, including retail, financial services and leisure (c)	Manufacturing, production and construction, transportation (d)	Private sector (e)	Public sector (f)	Third sector (g)	North (inc Scotland) (h)	Midlands (inc Wales and NI) (i)	South (inc London) (j)	Has had disclosures in L12m (k)	Has not had disclosures in L12m (l)	Don't know about disclosure (m)	Prefer not to say about disclosure (n)
Unweighted Total	200	160	40	146	54	140	37	23	57	46	97	40	137	16	7
Weighted Total	200	160	40**	151	49*	165	17*	18**	57*	61*	82*	41*	139	13**	7**
Very helpful (4)	37 18%	30 19%	6 16%	27 18%	10 21%	30 18%	4 23%	3 18%	10 17%	10 16%	17 21%	7 16%	25 18%	3 23%	2 31%
Fairly helpful (3)	100 50%	83 52%	17 42%	73 49%	26 54%	82 50%	7 42%	11 59%	25 44%	39 65% zj	35 43%	24 59%	68 49%	4 35%	3 38%
Not very helpful (2)	40 20%	30 19%	10 25%	31 21%	8 17%	34 20%	3 20%	2 13%	12 20%	9 15%	19 23%	9 23%	24 17%	5 40%	1 14%
Not at all helpful (1)	14 7% a	7 5%	6 16%	11 7%	3 6%	12 7%	1 7%	1 3%	7 12%	1 1%	6 7%	1 1%	13 9%	-	-
Don't know	10 5%	10 6%	1 2%	9 6%	1 3%	8 5%	1 7%	1 7%	4 7%	2 3%	5 6%	-	9 6%	*	1 17%
Helpful	136 68%	113 71%	23 58%	100 66%	36 74%	111 68%	11 66%	14 76%	35 61%	49 81% zh	52 64%	31 76%	93 67%	7 58%	5 69%
Not helpful	53 27% a	37 23%	16 40%	42 28%	11 23%	46 28%	5 28%	3 17%	19 32%	10 16%	25 30%	10 24%	37 27%	5 40%	1 14%
Net helpful	83 42% hj	76 47% z	7 18%	58 38%	25 51%	66 40%	6 38%	11 59%	16 28%	40 65% zhj	27 33%	21 51%	56 40%	2 18%	4 55%
Mean	2.84	2.91 z	2.60	2.81	2.92	2.82	2.88	2.97	2.70	2.99	2.82	2.90	2.81	2.83	3.19
SD	0.82	0.77	0.95	0.83	0.79	0.82	0.91	0.71	0.92	0.62	0.87	0.67	0.86	0.82	0.78
SE	0.06	0.06	0.15	0.07	0.11	0.07	0.16	0.15	0.13	0.09	0.09	0.11	0.08	0.21	0.35

Fieldwork dates: 19 June - 31 August 2017

Respondent type: HR leads in medium and large UK organisations

Source: Ipsos MORI (JN J17-031119-01)

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