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10th November 2025

Dear Practice Team,

We would love you to join the Medical Women's Federation and Doctors' Association UK on Wednesday 10th December 2025 to recognise the first NHS Domestic Abuse Awareness Day #NHSDAAD.

It is acknowledged that domestic abuse occurs across society, regardless of age, gender, race, sexuality, disability or wealth – while it is also accepted that it is predominately women who suffer as a result of it. Growing research in this area is showing that health care professionals are three times more likely to experience domestic abuse than the average person in the UK. Three women die each week as a result of domestic abuse and a UK 10 year femicide census showed that 'healthcare professional' was one of the most common occupations of victims.

The NHS is one of the world's largest employers, with 1.7 million employees in the NHS in England alone. Almost three quarters of this number are female, with 31% from an ethnic minority background.

Putting these sets of figures together – it is highly likely that staff within your organisation are affected by domestic abuse – which is shockingly common, but largely hidden. Every story is unique. Some may recognise they are in an abusive relationship, but not feel ready to ask for help, many fear the consequences of speaking out, while others have found the strength to leave and are facing ongoing post-separation abuse. Many more may not recognise they are in an abusive relationship.

The NHS makes caring for others its business, the purpose of NHS Domestic Abuse Awareness Day is to ensure that this same care and support is extended to NHS staff. By joining together to recognise the day, we can help create a culture where colleagues feel safe, believed and supported.

How your Practice or PCN can get involved

General practice teams are the backbone of the NHS. Yet, as small workplaces, we often lack the HR infrastructure that larger trusts rely on. This campaign offers tools that can be implemented quickly and confidentially to make every practice a safer place to work. We invite you to take part in simple, practical ways suited to general practice:

- **Display our poster inside the doors of staff toilets** containing information and resources specifically aimed at health care professionals experiencing domestic abuse ([click here](#) to download and print poster) Any NHS organisations who would like higher quality posters printed (free for a limited time!) please contact creator Sandi Dheensa directly: sandi.dheensa@bristol.ac.uk
- **Ask staff members to wear a white ribbon on 10th December** – a global symbol of the movement to end men's violence against women and girls. MWF is a [White Ribbon Supporter Organisation](#) and staff can order Ribbons to wear [here](#)
- **Review our resources** as well as information for survivors and employers [here](#). We will be sharing podcasts, videos and blogs from healthcare professional survivors which you can share on your socials to inform staff. Read our blogs [here](#)
- **Review your domestic abuse policies** -in 2023 NHSE joined the employers initiative on domestic abuse. All NHS organisations should have robust policies on domestic abuse and a trained designated point of contact – please review your own and let staff know how they can seek help.
- **Contact your local and regional media** and let them know how you will be supporting NHS Domestic Abuse Awareness Day. We can provide quotes if needed and our press release is available [here](#)
- **Post on official social media pages** and staff newsletters using our hashtag #NHSDAAD

You can tag us:

- o @NHSDAAware and @medicalwomenuk and @theDA_UK on X
- o @thedoctorsassociationuk and @medicalwomenuk on Instagram

Follow our [substack](#) blog and access our page about the day [here](#)

By recognising **NHS Domestic Abuse Awareness Day**, you are helping to break the silence, support colleagues, and strengthen a compassionate culture across primary care.

Dr Ellen Welch

Co-Chair Doctors' Association UK

Co-opted member of council for

Campaigns Medical Women's Federation

Dr Sarah Jacques

Co-GP Lead Doctors' Association UK

Co-opted member of council for

Campaigns Medical Women's Federation

Thanking all the organisations supporting NHSDAAD including:

-NHS Practitioner Health -Bristol Research on the Intersection of Gender Health and Trauma (BRIGHT) -British Association of Physicians of Indian Origin (BAPIO) -IRISi Interventions -Surviving in Scrubs -The Cameron Fund -Cavell -Doctors in Distress – Healthcare Leadership Academy