

Organisational capacity self assessment tool:

Recognising and responding to economic abuse

About this tool

This self-assessment tool supports domestic abuse services to reflect on their organisational capacity to recognise and respond to economic abuse. It covers four domains:

- Knowledge and skills
- Practice and response
- Leadership and strategy
- Partnerships and learning

For each statement, please rate your organisation on a scale from 0 (no capacity) to 4 (ideal capacity).

Rating scale:

0 = No or nascent capacity

1 = Limited capacity – significant improvement needed

2 = Moderate capacity – not yet meeting organisational goals

3 = Good capacity – some room for improvement

4 = Strong capacity – little or no room for improvement

We recognise that specialist services are working within constrained funding and capacity. This tool is intended to support honest reflection on current practice and help identify priorities for development.

Domain one: Knowledge and skills

This domain explores whether staff across the organisation have the knowledge and skills to recognise and respond to economic abuse. This includes understanding what economic abuse is, confidence in supporting victim-survivors, and access to relevant training, tools and resources.

Statement	Rating (0-4)
Staff receive dedicated training on recognising economic abuse.	
Staff feel confident they have the knowledge and skills to support survivors' economic needs.	
Staff understand economic abuse (e.g. 2021 Domestic Abuse Act definition (or relevant legislation in Scotland or Northern Ireland) and Restrict, Exploit, Sabotage, post-separation economic abuse).	
Staff understand what good practice looks like in recognising and responding to economic abuse (e.g. through engagement with sector guidance and practitioner networks).	
Staff have the knowledge and skills to use relevant tools and resources (e.g. signposting to specialist support such as SEA's Banking Support Directory).	

Domain two: Practice and response

This domain explores how the organisation recognises and responds to economic abuse in practice. This includes identification, risk assessment and safety planning, and the support provided to meet victim-survivors' economic needs.

Statement	Rating (0-4)
The organisation prioritises meeting victim-survivors' economic needs (e.g. access to benefits, grants or other financial support).	
Staff routinely screen for economic abuse in their direct work with clients.	
Economic abuse is considered within in risk assessments and safety planning .	
There are clear and effective referral pathways for victim-survivors experiencing economic abuse.	
Referral options are tailored to specific economic needs (e.g. coerced debt, benefits, housing, legal support) across all areas.	
The organisation supports survivors to build their economic wellbeing (e.g. through financial capability or skills development).	
The organisation addresses economic abuse within its work on essential needs and income maximisation (e.g. access to funds, food, employment support).	
The organisation offers access to peer support for victim-survivors of economic abuse , where appropriate. (This doesn't have to be in a dedicated economic abuse support group; but should regularly feature economic abuse themes).	

Domain three: Leadership and strategy

This domain explores how economic abuse is embedded within organisational leadership, strategy and resourcing, and the extent to which leaders are driving and supporting improvements in practice.

Statement	Rating (0-4)
There are identified champions or leaders advocating for economic abuse recognition with the organisation.	
Economic abuse is embedded within organisational strategy and planning .	
The organisation allocates resource (e.g. staff time, budget) to support work on economic abuse.	
The organisation is actively working to strengthen its response to economic abuse.	
Leadership invests in building organisational capacity around economic abuse (e.g. regular training, tools, partnerships).	

Domain four: Partnerships and learning

This domain explores the organisation's partnerships with relevant services and its approach to ongoing learning on economic abuse, including learning from professionals and from victim-survivors.

Statement	Rating (0-4)
The organisation has established partnerships with services that support victim-survivors economic needs (e.g. financial, legal, welfare).	
There are opportunities for staff to share learning and build knowledge on economic abuse (e.g. peer learning, communities of practice, external engagement).	
The organisation learns from victim-survivors' experiences of economic abuse to inform and improve practice (e.g. feedback, lived experience engagement).	

Workshop Outline (2 Hours)

Before the workshop - share the tool

Ask participants to complete the self-assessment in advance (approx. 10 minutes). The tool focuses on organisational capacity, not individual performance.

It covers four domains:

- Knowledge and skills
- Practice and response
- Leadership and strategy
- Partnerships and learning

Each statement should be rated on a scale of 0 (no capacity) to 4 (strong capacity).

Encourage honest reflection based on participants' experience. In the session, you will discuss individual scores and work towards an agreed view as a team.

Aim to include a mix of roles and levels across the organisation, including frontline and management.

With permission, the session will be recorded to support a short summary write-up. Please confirm expected numbers in advance to support planning.

Managing the workshop

1. Welcome and context (10 mins)

Briefly introduce the session aims:

- To reflect honestly on current organisational capacity around economic abuse.
- To identify priority areas for strengthening.
- To promote shared understanding and ownership across the team.
- Remind participants this is not an individual performance review – it's a collective organisational reflection.

Briefly recap the tool and scoring approach:

- There are four domains of the tool, each with a number of statements.
- We've asked you to reflect on the organisation's capacity for each statement, on a scale of 0 (meaning no capacity) to 4 (meaning you think capacity is really strong and there's little room for improvement). Today, we're going to go into breakout rooms to discuss our individual scores. We'll then take a short comfort break before we come back into the main group and discuss as a team. We finish the session by thinking about future steps.
- Round of introductions – your name and your role
- Confirm consent for recording/transcribing. This will help us to write up a summary of our discussion, which we will share with you after the session.
- Check for any questions about the session or the tool

2. Small group discussion (45 mins) – roughly 10 mins per domain

Split into small groups (3–5 people). Ask each group to:

- Compare their ratings.
- Discuss any differences or surprises.
- Agree on a shared rating per statement if possible.
- Note key reflections, tensions, and examples.

Reminder to record in breakout rooms.

3. Comfort break (5 mins)

4. Whole group feedback and scoring (40 mins)

Bring everyone back together. For each domain:

- Ask each group to share their agreed scores and insights.
- Facilitate discussion to reach a consensus score per item or domain.
- Note areas of strong capacity and divergence.

5. Prioritising and action planning (15 mins)

As a full group:

- Identify 2–3 priority areas for strengthening (e.g. low scores or high impact areas).
- Discuss what could be done in the next 3–6 months.
- Agree any immediate next steps (e.g. further training, developing resources, strengthening partnerships).

6. Wrap-up and close (5 mins)

Summarise what's been learned. Reiterate that the tool is a starting point, not a final judgment – and that honest reflection is the foundation of effective change. Ask for feedback on the session.

Offer to share a write up of the session. You may wish to use the template provided.