



WHITE RIBBON ACCREDITATION ACTION PLAN

Sheffield City Council

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Lead Person..... Date.....
E-mail..... Tel.....

The lead person will be the local authority main contact who will coordinate and oversee the three-year White Ribbon action plan.

They will monitor the action plan's progress and report back to White Ribbon.

INTRODUCTION:

Men's violence against women and girls in our society is shockingly prevalent, and we can only change those cultures that give rise to it by promoting a message of respect and tolerance and leading by example. Organisations can achieve a considerable amount through their staff, their policies, and their day-to-day work; as well as their role within the communities in which they are based.

Organisations applying for White Ribbon Accreditation commit to developing a three-year action plan. This will demonstrate how core criteria are to be met as well as criteria that are sector specific. The action plans are focused around four core criteria and offer achievable goals for organisations to bring about genuine change.

The application process to become White Ribbon accredited requires the completion of the criteria that is highlighted in bold on this template action plan. Once White Ribbon Accreditation is approved you have 6 months to develop and start to deliver your action plan.

White Ribbon template action plans are designed as a guide. If you have questions about how it will work in practice in your context, we will be very happy to discuss that with you. White Ribbon Accreditation is not an end goal, it is a long-term commitment. This is useful to keep in mind as you complete and deliver on your action plan. Think of it as a live document which will evolve as you grow in knowledge and application throughout this journey. Often the most successful action plans are where an organisation has applied creativity and their own experience so, please do not feel restricted by the template.

Criteria for delivering on White Ribbon Accreditation:	Planned actions/activities: (How and what will you do to meet the criteria?) <i>Please delete text in italics when completing</i>	Target Date (Y1/2/3):	Evidence: (How will you demonstrate that you have delivered on the action/activity?)	Planned outcomes: (benefits, aims, areas of development, challenges, successes)	Lead person/s: (Name, job title, Inc. tel. & email):	Achieved Date (Complete once achieved)
1a. Strategic Leadership	The following to be completed to gain accreditation. (Greyed out as done)					
A strategic decision made formally at senior level by the local authority to seek accreditation. This includes a commitment to develop a three-year action plan.		To be completed before applying for accreditation.				
At least one senior leader in the local authority becomes a White Ribbon Ambassador or Champion.		To be completed before applying for accreditation.				
Nomination of a lead person to be the local authority main contact who will coordinate and oversee the three-year White Ribbon action plan. This person will monitor the action plan's progress and report back to White Ribbon.		To be completed before applying for accreditation.				

This person should be a White Ribbon Ambassador or Champion.						
Establish a White Ribbon steering group to oversee the development and implementation of the White Ribbon action plan. All members of the steering group should be White Ribbon Ambassadors or Champions. The steering group should draw members from across the organisation. Please give details of the members of the steering group.		To be completed before applying for accreditation.				
1b. Strategic Leadership	The following to be planned for over the three years of accreditation					
HR policy/policies adequately cover men's violence against women and domestic abuse and these are shared and understood.	Review following: • Domestic abuse and employees (<i>in place – but needs reviewing</i>) • Dignity at work (sexual harassment) • New DA SA VAWG strategy to be developed by 2024 (<i>on</i>	Year 2 – autumn 2023 Year 2 – Spring 2024	Revised policies on intranet New strategy (published externally)	More clarity for managers and staff about SCC's lack of tolerance for VAWG in the workplace Refreshed / updated strategy for the city including White Ribbon to steer policy, practice and commissioning	HR Integrated commissioning / DACT	

	<i>work plan already for DACT)</i>					
The staff training strategy includes aspects of men's violence against women (sexual violence, coercive control, consent, and domestic abuse).	Need to think about: <ul style="list-style-type: none"> • Roles • Levels • Incorporate in Go Learn 	Year 2 – 2023/24	Revised staff training strategy on intranet	Workforce trained to understand VAWG and how to respond at work, with customers and the wider public	HR	
<p>All policies and programmes are aligned with the Home Office Violence Against Women and Girls National Statement of Expectations.</p> <p><i>'We expect to see local strategies and services that:</i></p> <ol style="list-style-type: none"> <i>1. Put the victim/survivor at the centre of service design and delivery;</i> <i>2. Have a clear focus on perpetrators in order to keep victims and survivors safe;</i> <i>3. Take a strategic, system-wide approach to commissioning, acknowledging the gendered nature of VAWG;</i> <i>4. Are locally-led and safeguard individuals at every point;</i> <i>5. Raise local awareness of the issues and involve, engage and empower communities to seek, design and deliver solutions to prevent VAWG.'</i> 	<p>Add into all decision making / committee reports re. implications e.g. have you addressed issues around VAWG</p> <p>Recommissioning of DA community based support service 2023 for start 2024 using co-production approach in consultation (<i>underway</i>)</p> <p>Ensure compliance with: Keeping children safe in education 2022 (publishing.service.gov.uk) Respectful School Communities Self-Review and Signposting Tool (educateagainsthate.com)</p> <p>Ensure Supporting Families Co-ordinators (formerly the Troubled Families Programme) have strategies in place to respond to VAWG</p> <p>Promote/engage around: Statement of expectations - Office for Students</p>	<p>Year 2 – autumn 2023</p> <p>Year 2 – contract award Dec 2023</p> <p>Year 2 – 2023</p> <p>Year 2 - 2023 / 24</p> <p>Year 2 – 2023 / 24</p>	<p>Templates amended on intranet</p> <p>New specification</p> <p>Proposed schools conference – October 2023</p> <p>Via Early Help service work on relationship manifesto and Healthy Relationship Champions</p> <p>Use VAWG Forum and Safeguarding and Unis meetings to promote</p>	<p>Embedding consideration of ending VAWG as part of all decisions</p> <p>Ensure the new service has victims / survivors at centre of service design and delivery</p> <p>Raise awareness of need to combat VAWG with schools and education providers, promote best practice in responding</p> <p>Ensure that VAWG is identified and addressed appropriately as part of early intervention with families</p> <p>Build on existing links and initiatives with the Universities to work in partnership on ending VAWG</p>	<p>Democratic services</p> <p>DACT</p> <p>CYPF</p> <p>CYPF</p> <p>DACT</p>	

	<ul style="list-style-type: none"> - To provide support in Sheffield City Council dispersed Temp accommodation - To provide Sanctuary measures to at least 500 referrals a year - To provide a DA Helpline, IDVA service, outreach service, informal and formal group work programmes - Counselling for people affected by domestic and sexual abuse - ISVA service (OPCC) - Support and counselling for children - Support for perpetrators <p>DA Safe Accommodation Strategy in place and needs assessment refresh completed</p> <p>2023 Homelessness Prevention Strategy has emphasis on domestic abuse including seeking accreditation with the Domestic Abuse Housing Alliance</p> <p>Housing strategy Adult Social Care strategy Changing Futures action plan for women with multiple disadvantage sits under DA SA board and will be incorporated into new DA VAWG strategy</p>	Year 3 2024/25	SafeLives systems review Strategies in place and being implemented DAHA accreditation achieved Changing Futures Women's Action Plan			
Senior leadership show commitment to ongoing learning and reflection that	CSP and DA SA Board monitoring will be reported up to senior leadership level.	Year 2 2023/24		Progress on VAWG can be evidenced at a strategic level and	Policy and Partnerships	

continuously improve policies, procedures and practices and where reasonable ensure that addressing violence against women and girls is integrated into monitoring and evaluation.	<p>Key indicators re. VAWG will be added into top level data suite as part of City Goals</p> <p>EIAs new platform and guidance to be amended to include reference to ending violence against women and girls under sex protected characteristic</p>			is considered in all decision making	Equalities	
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2. Engaging Men & Boys

There are at least 4 White Ribbon ambassadors from within all staffing levels of your organisation. All White Ribbon ambassadors are required to agree to the White Ribbon Code of Conduct and Make the Promise.	<p><i>(How will each ambassador carry out their role and engage with men within your organisation)</i></p> <p>Ambassadors to be recruited in all services.</p> <p>Ambassadors will be able to talk to each other and develop their roles via a teams channel / teams meetings</p>	Year 2 – 2023/24	<p>Role outline developed</p> <p>Ambassadors are able to have conversations about ending VAWG in their work roles and with work colleagues and support other men to do so</p> <ul style="list-style-type: none"> • Share good practice • Agree / consult on FAQs and other resources • Consider how ending VAWG can be incorporated into existing work / networks e.g. with partners, providers, teams, services and in personal life • Solution focussed group 	Ambassadors are face of White Ribbon in SCC and are clear about what they are doing and able to inspire / support other men take part; and challenge sexist views and processes	SCC Ambassadors and Champions	
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			<ul style="list-style-type: none"> • Support setting up of workplace events • Write up initiatives as case studies • Ensure there is an intersectional approach • Seek expertise from other relevant colleagues 			
<p>Promote across your male cohort of staff:</p> <ul style="list-style-type: none"> • Making the White Ribbon UK Promise • The importance of wearing the White Ribbon amongst your staff. • Knowing and able to have a conversation about what it means to wear a White Ribbon. 	<p>Nov 22 white ribbon speaker / topic, employee events March 23</p> <p>Teams channel to be used for developing / consulting on resources</p> <p>Workshop at next Leadership Conference 2023 or 2024</p> <p>Bitesize conversations led by male leaders – plan in for an action week, one each day for a week (model from equality matters on anti-racism). Around White Ribbon day 2023</p> <p>Equality allies and equality champions – include White Ribbon ambassadors</p> <p>Clarify who people go to if there is a problem. Including role of TUs. (NB employees who use abusive behaviour)</p>	<p>Year 1 and 2 2023/24 and 3 2024/25</p>	<p>Emails promoting employee events in March 23</p> <p>Resources developed e.g. FAQs covering: what about male victims / female perpetrators; local data; what about trans men and trans women / non binary people</p> <p>Promotion of event</p> <p>Promotion of action week</p> <p>Promotion of White Ribbon ambassadors on intranet</p>	<p>Building awareness of and engagement in White Ribbon by wider workforce</p>	<p>Ambassador group</p> <p>Communications</p>	

	<p>Usage of Ambassador and champion resource hub available via White Ribbon</p> <p>Develop FAQs – why women? What about trans, non binary? Promoting services for male victims as well as female in Sheffield</p>		FAQs produced		DACT	
<p>White Ribbon Ambassadors and Champions have adequate opportunity to become well informed about their role and confident about what men and boys can do to challenge violence against women and girls.</p>	<p>Set up ambassador teams channel / group to discuss:</p> <ul style="list-style-type: none"> - Allyship (what does it mean) - Sexual harassment (what does this look like in SCC?) - consider sexist 'micro aggressions' in workplace and how to address - etc. <p>NB link in with VAWG forum</p> <p>Consider aligning with training offer re. Ask for Angela / sexual harassment</p> <p>Engage elected members – and arrange Local Area Committee (LAC) exceptional meetings</p> <p>Engage with Sheffield Equality Partnership</p> <p>Consider training for ambassadors and</p>	Year 2 – 2023/24	<p>Teams channel established and used</p> <p>LAC exceptional meetings established</p> <p>Meeting with Equality Partnership Chairs arranged</p>	<p>White Ribbon ambassadors are informed about their role and confident in challenging violence against women and girls</p>	Ambassador group DACT team	

	champions including external agencies – link in with Voluntary Action Sheffield					
Educational programmes about domestic abuse and healthy relationships have specific content directed towards boys, such as within the RSHE curriculum in schools.	<p>Already underway re. RHSE via Learn Sheffield and ongoing</p> <p>Plan being developed for schools conference in autumn</p> <p>Caring Dads group work programme</p> <p>New Dad Pad app – content on domestic abuse included</p>	Year 1 / 2 – 2022/23 and 23/24	<p>Sheffield RHSE curriculum</p> <p>Schools conference programme</p> <p>Caring Dads programme content</p> <p>Dad pad Sheffield version</p>	<p>Ending VAWG is a key aim of the RHSE curriculum and boys / young men are encouraged to think about sexist attitudes / structures in society and understand that these are the enablers of VAWG</p> <p>Teachers / educational staff understand the importance of ending VAWG and how to have the conversations with boys / young men</p>	Children and Families Learn Sheffield DACT	
There are opportunities to engage with men and boys in the community.	<p>Discuss with youth service leads re. what is in place already. Plan roadshows for youth centres and training sessions with partners.</p> <p>Youth provision (Lorraine Wood), youth justice (Jessica Wallace), young people in care (Yvonne Howe, Paul Johnson, Izzy Fisher), schools resource, SheffUtd and Weds Premier League Kicks</p> <p>Exceptional meetings with LACS</p>	Year 2 – 2023/24		<p>SCC identifies opportunities to include White Ribbon in all relevant services / processes that engage with men and boys in the community so that talking about ending VAWG becomes embedded in usual practice (if it is not already)</p> <p>Community youth teams – road shows with youth clubs (Oct to Dec 2023)</p>	Communities Youth Justice Leaving Care PL Kicks meetings	

3. Changing Culture						
All staff understand how to behave appropriately and that sexism, harassment or abusive behaviours are understood to be unacceptable in the work place.	<i>(Consider communicating this through staff induction, training and ongoing communications).</i> Employee events in March 23 Develop resources re. how to challenge sexist attitudes Policies changed as needed	Year 1, 2 and – 2022/23, 23/24 and 24/ 25	Included in induction and training materials Policies changed as needed and promoted to staff	Greater understanding of what is not acceptable among workforce. More issues reported / responded to appropriately	HR Equalities (support from DACT team)	
There is a zero-tolerance approach to sexist, harassing or abusive behaviours from staff members and partners.	Consultation exercise to be developed Reporting mechanism to be developed Promotion of zero tolerance approach to staff and partners	Years 2 and 3 – 20223/24 and 24/25	Outcomes from consultation re. what a zero tolerance approach should consist of and there is a reporting mechanism in place Promotion campaign shared with staff and partners	Clarity for staff and partners as to what zero tolerance means Clear reporting mechanisms in place, there is confidence in them and they are being used People using sexist / abusive behaviour are challenged and there are consequences for such behaviour Women feel safer	HR	
There are gender-sensitive and survivor-centred reporting mechanisms in place that are handled correctly for concerns, allegations, incidents and complaints of any form of violence against women and girls	As above	Years 2 and 3 2023/24 and 24/25	Survivor satisfaction is included in employee survey and a feedback mechanism is built in re. when reports are made	Clear reporting mechanisms in place, there is confidence in them and they are being used	HR	

(e.g. sexism, harassment, abuse, sexual assault, domestic violence) by staff and partners				People using sexist / abusive behaviour are challenged and there are consequences for such behaviour Women feel safer		
There is a support structure for those who do report, both victims and whistle-blowers. There is a support structure for the individual reported to have committed harm.	A support structure is put in place for women reporting sexist / abusive behaviour and for the person alleged to have caused harm	Years 2 and 3 2023/24 and 24/25	Support structures are publicised as part of reporting process by managers and TUs	Women who report feel supported during the process as do those alleged to have caused harm	HR	
There are appropriate and timebound disciplinary processes and/or external reporting to relevant authorities in place and that they prioritise the safety and dignity of the victims and survivors.	Review procedures and engage with unions re. perpetrators and disciplinary processes	Year 2 – 2023/24	If amended, policy / procedure changes are promoted to staff	Action to be taken re. alleged perpetrators is clear, timely and fair There is confidence in the processes across the workforce	HR	
There is a process in place to ensure no organisational promotional materials use abusive or sexist imagery.	Review existing brand guidelines and amend as needed	Year 2 – 2023/24	New / amended brand guidelines in place if needed	No sexist or abusive imagery is used by SCC	Communications	
Undertake a review of the authority's Sexual Entertainment Venue licensing policy during the period of accreditation and work towards a presumption against SEV's.	Check status of current policy – propose amendments if needed	Year 2 – 2023/24	Policy in place that has presumption against SEVs	Presence of SEVs are not encouraging sexist behaviour / attitudes in city	Licensing	

<p>Work towards commissioning perpetrator programmes.</p> <p>Consider the RESPECT-accredited perpetrator programme.</p>	<p>Contract / offer in place</p> <p>Caring Dads and Inspire to Change (Respect accredited) Stalking programme (about to be launched)</p> <p>Level Up for under 16s</p>	<p>Year 1 – 2022/23</p>	<p>Inspire to Change, South Yorkshire - Cranstoun Level Up - Cranstoun</p> <p>https://caringdads.org/for-dads/#UK</p>	<p>Opportunities are available for men / boys to address abusive behaviour</p>	<p>DACT / OPCC</p>	
<p>The organisation manages the safety of its evening and night-time economy.</p>	<p>Safety of Women at Night Charter (champions pack)</p> <p>Ask for Angela</p> <p>Sheffield Against Sexual Harassment (SASH)</p> <p>Anti spiking campaign</p> <p>Best Bar None</p>	<p>Year 1 and 2 2022/23 and 2023/24</p>	<p>Women and Girls Night-time Safety Charter (including Ask For Angela and SASH materials) Sheffield Domestic Abuse (sheffieldddact.org.uk)</p> <p>Best Bar None – Ask for Angela included in criteria for evaluation. Night Time Safety Charter – included as local question</p>	<p>Public / premises receive clear messages about Sheffield working to be a safe place for a night out. Plus how to access support if needed</p>	<p>DACT and NTE Manager, Licensing.</p>	
<p>Staff at entertainment venues are adequately trained to recognise, handle and report incidences of abuse.</p>	<p>Initiatives above are promoted to venues: e.g. Spiking campaign in place with premises, Unis, police etc.</p> <p>Ask for Angela</p> <p>Best Bar None</p> <p>SIA training offer needs to include the above info</p>	<p>Year 2 – 2023/24</p>	<p>Licensing and SIA training include local initiatives on VAWG including how to respond to sexist abusive behaviour from customers or staff</p>	<p>Staff know how to deal with sexist abusive behaviour in venues</p> <p>Women feel safer whether customers or staff</p>	<p>Licensing policies and training</p> <p>Safeguarding and licensing team</p>	

4. Raising Awareness						
There is a comprehensive communications plan for staff, partners and service user) that engages with men and communicates clearly and effectively your organisation's commitment to ending violence against women.	Comms plan to be developed SYP campaign ongoing No More- Stand With Us – SCC to promote and VRU / OPCC campaign aimed at men Develop own SCC campaign	Year 2 – 2023/24 Year 3 2024/25	Comms plan in place Promotion of other S Yorks partner campaigns Own campaign developed	Ensure there is awareness of White Ribbon and related initiatives across the city Erosion of tolerance for sexist / abusive attitudes across population	Communications	
Information about where people can get help and advice is clearly displayed and appropriately accessible.	DA and Sheffield Against Sexual Harassment posters / cards etc. already available. Distribution plan to be developed to ensure they are up in appropriate locations e.g. housing offices, sports centres, main offices Council website can direct people to support and help/advice	Year 2 – 2023/24	Distribution plan in place – posters in all council buildings / key partner premises and information available on council website	Support / help / advice easily accessible when needed	Communications HR / Facilities Management Communications	
White Ribbon UK messaging and the White Ribbon is display visibly in a wide range of settings such as website, signage and promotional materials.	Signature in use by ambassadors / champions Website includes info about White Ribbon Accreditation award sign displayed in Town Hall Pull up banner displayed in Town Hall Promotional materials plan to be developed	Year 1 and 2 2022/23 and 23/24	White Ribbon signage is in evidence on website and via promotional material	It is clear to public, customers, staff that the Council is proud to be White Ribbon accredited organisation and working towards ending VAWG	Communications	
All staff are encouraged to wear the White Ribbon and make the White Ribbon Promise.	Happened in year 1, needs to be regularly in programme for each 25 th November and beyond	Year 2 – 2023/24	Week of action in place each November Numbers of ribbons distributed each year. Staff visibly wearing white ribbons especially	It is clear to public, customers, staff that the Council is proud to be White Ribbon accredited organisation and working towards ending VAWG	Communications	

			those who are customer facing			
White Ribbon awareness raising materials are displayed and utilised wherever possible.	Intranet and website pages to be developed Signature in use by staff Website includes info about White Ribbon Sign up in Town Hall Pull up banner in Town Hall	Year 1 /2	Intranet and website pages in place Signature in use by staff Website includes info about White Ribbon Sign up in Town Hall Pull up banner in Town Hall	It is clear to public, customers, staff that the Council is proud to be White Ribbon accredited organisation and working towards ending VAWG	DACT Communications	
Mark the following dates: November 25 th : White Ribbon Day- The International Day to End Male Violence Against Women. November 25 th – 10 th December: The following 16 days of action.	Happened in year 1, needs to be regularly in programme for each 25 th November and beyond Needs coordinating on social media, via email to general public and on Sheffield News	Year 1 /2	Week of action in place each November Numbers of ribbons distributed each year. Staff visibly wearing white ribbons especially those who are customer facing	It is clear to public, customers, staff that the Council is proud to be White Ribbon accredited organisation and working towards ending VAWG	Communications	
Opportunities are maximised and individuals are encouraged to raise awareness of White Ribbon UK in local communities, such as street stalls, meetings and open days all year round.	Plan to include: - LACs - Tramlines - Outdoor City - community festivals over the summer	Year 1	Engagement plan in place for key events	It is clear to public, customers, staff that the Council is proud to be White Ribbon accredited organisation and working towards ending VAWG	Communications / members / LACs	
Identify and forge links with local sports clubs to raise awareness, gain support and encourage accreditation.	Develop / grow links Future Sheffield PL Kicks Steelers	Year 1 /2	Plan for engagement in place with key sports clubs	Engagement of sports clubs in white ribbon as a means of raising awareness with men and boys	LACs Licensing / safety in sports grounds SCC reps Future Sheffield	

Links are identified and maintained with local music venues to raise awareness of violence against women at music venues to gain visibility, support and encourage accreditation.	In Safety of Women at Night Champions packs – distributed at Best Bar None launch April 2023 Tramlines city centre festival and University venues plus City Hall and Arena	Year 1,2 and 3 2023/24, and 2024/25	BBN Launch event info White Ribbon included in programmes and on websites plus signage at events Welcome to Sheffield website	It is clear to public, customers, staff that the Council is proud to be White Ribbon accredited organisation and working towards ending VAWG. And that we are working towards a zero tolerance approach in the city	NTE team	
Encourage partner organisations, service providers and suppliers to consider White Ribbon accreditation.	At Strategic Boards e.g. DA SA Board, Health and Wellbeing Board, Community Safety	Year 1, 2 and 3 2022/23, 23/24, 24/25,	Partners sign up to White Ribbon	The White Ribbon campaign is adopted by city partners and the aim to end VAWG is not just seen as a council initiative but a joint approach	Integrated Commissioning CSP Chairs SCC reps Future Sheffield	