



END MEN'S VIOLENCE AGAINST WOMEN

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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.

Action Plan 2024 - 2027

Criteria for delivering on White Ribbon Accreditation:	Planned actions/activities: (How and what will you do to meet the criteria?)	Target Date (Y1/2/3):	Evidence: (How will you demonstrate that you have delivered on the action/activity?)	Planned outcomes: (What will be achieved, who will benefit and by when?)	Lead person/s:	Date:
1a. Strategic Leadership The criteria for Strategic Leadership 1a have already been completed in your application form. Please insert the information from your application form into the appropriate place under 1a. While you have already completed these actions, it is important that they remain part of your Action Plan should any of their details change, or you decide the actions or outcome is beyond what you've previously written into the application form.						
A strategic decision made formally at senior level by the Organisation to seek Accreditation. This includes a commitment to develop a three-year Action Plan.	Renewal of accreditation and commitment to a three-year action plan		Application submitted and accepted.	Continued commitment to the White Ribbon pledge and activities to bring about positive change and influence societal narrative.	Jonathan EVISON Police & Crime Commissioner	Completed July 2024
At least one senior leader in the Organisation becomes a White Ribbon Ambassador or Champion and will act as Strategic Lead for the White Ribbon Accreditation.	Jonathan Evison – Police & Crime Commissioner appointed as strategic lead.		Application submitted and accepted.	All senior leaders are Ambassadors and Champions	Marie MORGAN Public Health Business Manager	Completed July 2024 Due Dec 2024

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<p>Nomination of a Lead Contact to be the Organisation’s main contact who will coordinate and oversee the three-year White Ribbon Action Plan.</p> <p>This person will monitor the Action Plan’s progress and report back to White Ribbon and must be a registered White Ribbon Ambassador or Champion.</p>	<p>Coordinate and oversee the three-year White Ribbon Action Plan.</p> <p>Three-year action plan due for sign off by Leadership team and Police & Crime Panel for oversight.</p> <p>Quarterly meetings set up with the steering group to progress actions.</p> <p>Monitor the Action Plan’s progress and report back to White Ribbon.</p>		<p>Application submitted and accepted.</p>	<p>Clear leadership and management responsibility within and across the organisation.</p>	<p>Marie MORGAN Public Health Business Manager</p>	
<p>Establish a White Ribbon Steering Group to oversee the development and implementation of the White Ribbon Action Plan.</p> <p>All members of the steering group must be registered White Ribbon Ambassadors or Champions.</p> <p>Please keep an up-to-date record of your Ambassadors and Champions.</p>			<p>Meeting dates booked for 2024/2025: 14/10/2024, 06/11/2024, 06/02/2025 07/05/2025, 23/07/2025, 23/10/2025</p> <p>Record of staff list identified (internal use only), all White Ribbon files kept in shared workspace for steering group members to easily access.</p>	<p>A Steering group has been established with staff from across the Organisation, all are Ambassadors and Champions:</p> <p>Marie MORGAN, Gary CLUTTERBUCK, Vince LEYENDA, Leo HAMMOND, Mike RICHMOND, Mia JONES, Hannah WOODCOCK, Stew ATKINSON, Shahina KHAN</p>	<p>Marie MORGAN</p>	<p>October 2024</p>

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1b. Strategic Leadership	The following to be planned 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.	Check that our Organisational Handbook covers all eventualities and that all staff understand protections afforded by the guidance	Year 1	As a small organisation we've taken the decision to ensure all relevant policies and practices are encapsulated within our Employee Staff Handbook	Clear understanding across the whole organisation that violence against women and girls and domestic abuse are key policy areas for the organisation and are a key part of the employment contract with the OPCC	Rachel COOK	
There is a Misogyny Crimes Policy or policy position	Check that our Organisational Handbook covers all eventualities and that all staff understand protections afforded by the guidance	Year 1	Evidenced in staff contracts and volunteer agreements. Organisational values strongly reflect and support this.	Clear understanding across the whole organisation about misogyny and male perpetrated abuse.	Rachel COOK	
Staff training includes aspects of men's violence against women (sexual violence, coercive control, consent, and domestic abuse).	Refresh training on offer to include more detailed VAWG and DA input at whole team meeting – with support offered if needed (in conjunction with actions under point 3).	Year 2	Current training on offer includes local training via CSPs on coercive control, financial control, FGM, 'Honour' based violence and others (training is voluntary attendance and often online). Mandatory safeguarding children and adults training for all staff includes DA and VAWG. WR lead has given short input on White Ribbon to full team	All staff will have a clear understanding of male perpetrated violence and abuse, how to spot the signs, how to support those affected by it, how to be an effective bystander and identification of the pathway for support to perpetrators wishing to engage in positive behaviour change	Marie MORGAN	
The Organisation takes strategic measures to work in partnership with other public sector organisations including local	Continue to engage partners and encourage a public health approach to DA and VAWG.	Year 1	VAWG Humber wide network-organised and chaired by our office, meets quarterly. Public Health Approach to Domestic Abuse (PHADA) strategic meeting established, meets quarterly with regular attendance of wide range of partner organisations	Humber wide response to ending VAWG that is well resourced and strategically targets male offenders.	Marie MORGAN	

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authorities and fire and rescue services.	Area wide White Ribbon accredited organisations group to be formed		from statutory and VCSE sectors, key focus on interventions for male perpetrators. First meeting due online 07/11/2024 led by Hull CSP.	Opportunity to share good practice on Humber wide footprint and identify opportunities for shared learning events and awareness raising.	Marie MORGAN	
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2. Engaging Men & Boys

There are at least 4 White Ribbon Ambassadors in your organisation. All White Ribbon Ambassadors are required to agree to the White Ribbon Code of Conduct and Make the Promise.	All staff have been encouraged to sign up as Ambassadors and Champions.	Year 1	All staff now signed up as Ambassadors and Champions.	All staff and volunteers signed up to the White Ribbon promise.	Marie MORGAN	Completed October 2024
	Extend the offer to all volunteers working within our Organisation.	Y1-3	Volunteer recruitment guidance and ongoing support.		Vince LEYENDA	
	Managers are prompted at new staff Induction to cover the White Ribbon promise.	Yr1-3	Organisational Handbook	All new staff encouraged to sign up to the White Ribbon promise, on a rolling basis.	Rachel COOK	

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<p>Promote across your male workforce:</p> <ul style="list-style-type: none"> • Making the White Ribbon 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>All staff to be offered the white ribbon badge and the ability to use the white ribbon signature on their email and Teams template for their background on calls.</p> <p>Adapt organisational websites to display the white ribbon logo.</p> <p>Briefing to go to all staff to explain the 'why' behind the white ribbon and how we can promote it as an organisation over the 16 days of action each year and prompts for us with external partners and members of the public.</p>	<p>Year 1</p>	<p>Visibility of the white ribbon badge and logo throughout our organisation.</p>	<p>To increase conversations and understanding about the rationale for the white ribbon campaign and the need to end male perpetrated violence and abuse.</p>	<p>Hannah WOODCOCK (VPP)</p> <p>Mia JONES (OPCC)</p>	
<p>White Ribbon Ambassadors and Champions have the 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>Opportunities to tackle Perpetrators will remain a key development area across the organisation. We will seek opportunities to secure additional resources for tackling perpetrators of DA and VAWG.</p> <p>We will seek out best practice examples of local white ribbon Ambassadors for opportunities to develop this role.</p>	<p>Year 2</p>	<p>Ongoing staff feedback, via Leadership and Full team meetings.</p> <p>Check re partner's activity – learning opportunities.</p> <p>Via the white Ribbon regional group and through connecting with the national campaign and website resources.</p>	<p>Staff will be knowledgeable about violence against women and of DA in general. They will be able to challenge and support others.</p>	<p>Marie MORGAN</p>	

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<p>Ambassadors engage with areas of the workforce that are male dominated.</p>	<p>N/A</p>			<p>We don't believe there is a male dominated area of the workforce (due to our very small staffing numbers – we have a balanced gender spread across all levels).</p>		
<p>Support and/or work towards commissioning perpetrator programmes.</p> <p>Consider the RESPECT-Accredited perpetrator programme.</p>	<p>Plans are underway through the PHADA strategic Board to resource a CARA principled OOC option and scope suitability for a Respect accredited programme in prison custody settings.</p> <p>Current commissioned DA substance use programme 'Crossroads' in Hull has applied for Respect accreditation.</p>	<p>Year 3</p>	<p>Services commissioned</p>	<p>Perpetrator programmes to become sustainable part of business as usual across all partner organisations – prioritising a public health approach to DA and VAWG/RASSO.</p>	<p>Stew ATKINSON</p> <p>Marie MORGAN</p>	

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3. Changing Culture						
Male staff know how to uphold White Ribbon values and model positive masculine traits and allyship to other men and boys.	This has the potential for further development, using good practice examples and linking into local network of white ribbon accredited organisations opportunity to plan a series of activities and learning events to engage men and boys.	Year 3	We have strong organisational values that support this ethos, but we can always do more in this area – activity can be evidenced via training feedback and annual staff survey responses.	Male staff not only know how to uphold white ribbon values but also demonstrate positive masculine traits and allyship both within and outside of our organisation; taking a lead on developing this area of work and publicly promoting it.	Leo HAMMOND Vince LEYENDA	
All staff understand that sexism, harassment and abusive behaviours are unacceptable in all contexts.	Refresh and reinforce through internal communications with staff and volunteers. New guidance issued October 2024: EHRC publishes updated workplace sexual harassment guidance ahead of change to law EHRC (equalityhumanrights.com)	Year 2	This is communicated through our organisational values, staff handbook and volunteer guidance and reinforced through Induction and training.	Staff are aware of the unacceptability of sexism, harassment and abuse behaviour.	Marie MORGAN	
There is a zero-tolerance approach to sexist, harassing and abusive behaviours.	Refresh and reinforce through internal communications with staff and volunteers	Year 2	Communicated via our organisational values, staff handbook and volunteer guidance and reinforced through Induction and training.	Accepted zero-tolerance approach.	Rachel COOK	

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There is a clear report-handling mechanism for making, assessing, dealing with and informing on incidents of violence against women and girls (sexism, harassment, abuse, sexual assault, domestic) for the Organisation.	Ensure that the Staff Handbook makes clear reference to internal reporting mechanisms and support available, including access to staff association groups, where relevant.	Year 1	Staff Handbook and survey.	All staff to feel confident in reporting all forms of VAWG, including DA and to know that organisational support is always available.	Rachel COOK	
There is a support function for those involved in a report (victim, reported and whistle-blower).	Monitor support needs in the event of a disclosure.	Year 3	All staff have access to external, funded therapeutic support, this would be encouraged in the event of a disclosure, in addition to other forms of external support.	All staff feel supported and empowered to disclose incidents, Managers also feel confident in supporting staff and volunteers.	Rachel COOK	
There is a process in place to ensure no organisational promotional materials use abusive or sexist imagery.	Comms leads to continue to ensure content is fit for purpose and sensitive to trauma content too.	Year 1	Comms plans reflect this, and checks are in place.	Organisational promotional materials are devoid of abusive or sexist imagery and actively promote anti-discriminatory and trauma-informed practice.	Hannah WOODCOCK (VPP)	
	Scope ability to positively influence other's promotional materials via shared Comms Groups.	Year 2	Comms Group set up and ongoing plans		Mia JONES (OPCC)	
Strategize and action support for your local authority's commissioning and contracts strategy on domestic abuse and education concerning violence against women and girls.	We encourage local authorities and other key partners to maintain a focus on ending male violence through our police and crime plan and use of the serious violence duty; encouraging a public health approach.	Year 1	Police and crime plan, governance structures, commissioning framework.	A focus on VAWG is maintained through local authority strategies.	Leigh COLLINS Stew ATKINSON	
Support is given to local authorities working towards a	N/A					

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zero-limit on sexual entertainment venues.						
Work with local music/entertainment venues to ensure the safety of women and reduce the likelihood of violence and harassment.	Funding is provided to CSPs to focus on community safety, with a key focus on keeping women and girls safe – this is actioned via licensing initiatives such as Pub Watch and Safe Spaces – we will work to ensure this remains a priority and that good practice is shared.	Year 2	As evidenced via CSP Strategies and Delivery Plans.	Safer communities – increased reporting of violence against women and girls and joined-up Night-time economy with operational VAWG groups.	Leo HAMMOND Leigh COLLINS	

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4. Raising Awareness						
There is a comprehensive communications plan for the Organisation that identifies engaging with men and boys against violence against women and girls.	Individual basic campaign plan to be developed for White Ribbon activity – to cover 16 days of action and join together partnership activities.	Year 1	Campaign plan delivery.	White ribbon comms plan will outline planned activity and amplify partnership working.	Marie MORGAN	
	Comprehensive plan to be developed jointly for VPP and OPCC	Year 2			Mia JONES Hannah WOODCOCK	

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<p>Information about where people can get help and advice is clearly displayed and accessible to all.</p>	<p>Help and advice information to continue to be displayed in ways that are accessible to the public.</p>	<p>Year 1</p>	<p>DA public awareness campaigns run a minimum of three times per year (Valentines, School summer holidays and Winter period), in addition to specific support for victims and perpetrators on our website, campaign materials also shared internally for staff and visitors.</p>	<p>Increased reporting of VAWG and DA offences and incidents, measured via our analytical products and feedback from victim service providers.</p>	<p>Marie MORGAN</p>	
<p>White Ribbon UK messaging and the White Ribbon is display visibly in a wide range of settings such as website, signage and promotional materials.</p>	<p>Plans are underway to adopt the white ribbon messaging on our email signatures and Teams backdrops - for a minimum of the 16 days of action.</p>	<p>Year 1</p>	<p>Briefing to staff and adoption of the white ribbon branding. White ribbon banner and other promotional materials are utilised at public events already and on our websites</p>	<p>White ribbon messaging used to convey key messages to end male violence against women and girls and prompt conversations with individuals and organisations.</p>	<p>Hannah WOODCOCK (VPP) Mia JONES (OPCC)</p>	
<p>All staff, and partners and community members, are encouraged to wear the White Ribbon and make the White Ribbon Promise.</p>	<p>Share white ribbon messaging, training and events to amplify local activity, ensure use of the banner and white ribbon campaign materials at public events.</p>	<p>Year 1</p>	<p>Greater take-up of local events and training opportunities. Increased local sign up to the White Ribbon campaign.</p>	<p>Increased awareness can lead to greater prevention opportunities and wider societal change.</p>	<p>Mia JONES (OPCC) Hannah WOODCOCK (VPP)</p>	
<p>White Ribbon awareness raising materials are displayed and utilised.</p>	<p>White Ribbon materials to be shared with partner organisations, especially when cost is a barrier.</p>	<p>Year 1</p>	<p>White Ribbon banner displayed in our reception area, along with information and White Ribbon accreditation plaque, plus support information on victim and perpetrator</p>	<p>Increased awareness can lead to greater prevention opportunities and wider societal change.</p>	<p>Marie MORGAN</p>	

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			services present in staff and visitor toilets.			
<p>Mark the following dates:</p> <p>November 25th: White Ribbon Day- The International Day to End Male Violence Against Women.</p> <p>November 25th – 10th December: The following 16 days of action.</p>	<p>Planned campaign to mark white ribbon day and 16 days of action both internally and externally with partners.</p> <p>Plans underway to adopt West Yorks ‘Just Don’t’ campaign for targeted ‘Ending male perpetrated VAWG’ campaign in 2025.</p>		Comms campaign being drawn up that includes partnership collaborative work, male take over for internal comms and external key messaging for public and partners.	Important to include White Ribbon Day and the 16 days of action as part of our ‘business as usual’ to ensure the message continues to get through in order to effect wider societal change.	<p>Mia JONES (OPCC)</p> <p>Hannah WOODCOCK (VPP)</p> <p>Marie MORGAN</p>	
<p>Maximise opportunities to raise awareness in the local community.</p>	<p>More can be done to raise awareness – we are writing to local gyms and leisure centres as part of our white ribbon commitment this year. In addition to writing to more traditional male-focussed organisations such as Rotary groups, Round Tables and Freemasons.</p>		<p>We have commissioned ‘Men at Work’ training. And’ Mentors in Violence Prevention’ training for delivery through our CSPs – take up has been excellent.</p>	<p>Increased awareness can lead to greater prevention opportunities and wider societal change.</p>	<p>Marie MORGAN</p>	
<p>Identify and forge links with local sports clubs to raise awareness, gain support and encourage Accreditation.</p>	<p>We will continue to engage with sports clubs, particularly through our Violence Prevention Partnership and our local VAWG operational groups.</p> <p>Potential to plan activities with local grassroots Football and Rugby groups for specific male focussed events.</p>	<p>Year 1</p> <p>Year 2</p>	<p>All local sports clubs and organisations were written to by the police and crime commissioner previously, to encourage adoption of the white ribbon campaign and to share our public awareness campaign materials and support.</p>	<p>Ongoing engagement with male dominated organisations to effect positive behaviour change.</p>	<p>Marie MORGAN</p> <p>Stew ATKINSON</p>	

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<p>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.</p>	<p>We will identify and engage with local music venues to encourage accreditation and highlight VAWG and prevention opportunities.</p>	<p>Year 3</p>			<p>Marie MORGAN Mike RICHMOND</p>	
<p>Encourage any other key partner organisations, service providers and suppliers to consider White Ribbon Accreditation.</p>	<p>As an Office of the PCC and via our VPP we commission local services and hold them to account– we aim to encourage our providers and others to sign up to the White Ribbon Promise, if not already. Further work to be done to encourage Grant recipients to sign up to the White Ribbon campaign.</p>	<p>Year 2 Year 2</p>	<p>Contracts and commissioning frameworks reference white ribbon accreditation and offer support to smaller VCSE organisations.</p>	<p>All commissioned and contracted services to be active supporters and/or accredited organisations connected to the white ribbon campaign.</p>	<p>Stew ATKINSON Leigh COLLINS Kirsty BARR Laura BARLEY</p>	