



END MEN'S VIOLENCE AGAINST WOMEN

WHITE RIBBON ACCREDITATION ACTION PLAN

Stevenage Borough Council

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Date.....
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The Lead Contact will be the Local Authority's nominated individual who will coordinate and oversee the three-year White Ribbon Action Plan and be the point of contact with White Ribbon UK.

They will monitor the Action Plan's progress and report back to White Ribbon annually.

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.

During the application process to become White Ribbon Accredited, you will have completed the criteria that is highlighted in bold in Strategic Leadership 1. You now have 6 months to develop and start to deliver on the remaining criteria of 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.

Stevenage Borough Council Action Plan

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: (What will be achieved, who will benefit and by when? Your outcomes are the effects or changes resulting from your actions/activities)	Lead person/s: (Name, job title, Inc. tel. & email):	Achieved Date (Complete once achieved)	WHITE RIBBON FEEDBACK
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 Local Authority to seek Accreditation. This includes a commitment to develop a three-year Action Plan.	White Ribbon Awareness Events held locally.	Events held yearly including with specific focus around '16 Days Of Activism.'	Using statistical data and understanding of the locale to map key areas where improvement was needed to raise awareness of the White Ribbon Campaign.	Raise awareness of the White Ribbon Campaign We have planned catch up with our portfolio holder and monthly briefing notes completed. We annually meet with the scrutiny committee as part of	Richard Protheroe Richard.protheroe@stevenage.gov.uk	2024	It is very positive that you have gained strategic support for your WR Plan. It would be good to build on this by providing regular updates to the relevant portfolio holder and scrutiny committee. You can access support here for communicating the WR messages to politicians. White Ribbon Day 2023 — White Ribbon UK it is important that WR

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				<p>the crime and disorder panel.</p> <p>Some events that have been attended where we promote the WR are as follows:</p> <p>Herts Drug and Alcohol Symposium</p> <p>International Women's Day</p> <p>County Cups at County Ground</p> <p>Hertfordshire Law School Criminology and Criminal Justice (CJC) Careers Fair</p> <p>Healthy Action Day Herts FA Fun Run for FOSADA</p> <p>Mental Health Awareness Week (MHAW)</p> <p>Stevenage Day</p> <p>Townsend School St Albans</p>			<p>activities are planned all year round as well as during the 16 days of action.</p> <p>There are a number of resources to support your activities on the WR website.</p> <p>Latest — White Ribbon UK</p> <p>Working with organisations to end VAWG — White Ribbon UK</p>
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				Beacon Victims Awareness Conference HSP Annual Partners Meeting			
At least one senior leader in the Local Authority becomes a White Ribbon Ambassador or Champion and will act as Strategic Lead for the White Ribbon Accreditation.	Assisatant Director selected to act as strategic lead.	Cover all three years as the board are committed to having the WR Campaign on board	SADA board continues to support the work of the White Ribbon Campaign and it's commitment to end violence against Women and Girls.	To continue to promote and support the WRUK campaign.	Richard Protheroe Richard.protheroe@stevenage.gov.uk	Ongoing	It is positive that you have a named strategic lead as a WR ambassador. If they haven't already, they can agree and sign up to the code of conduct and complete the training by clicking the link below: https://www.whiteribbon.org.uk/ambassadors-champions
Nomination of a Lead Contact to be the Local Authority's 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. This person must be a registered White Ribbon Ambassador or Champion.	Sarah Pateman will continue to oversee the development and implementation of the strategy.	Annually	Adhere to the WRUK Strategy alongside our own strategy which our partners agree to. These partners include but not limited to police, health, family services and housing.	Monitoring data and continuing to offer domestic abuse training that will be delivered across E-Learning platforms, virtually and face to face. This will be delivered by SADA and on a quarterly basis.	Sarah Pateman Sarah.pateman@stevenage.gov.uk	2018	It is positive that you have identified a named lead for your plan. They can sign up and complete the WR Ambassadors / Champions training by clicking the link below https://www.whiteribbon.org.uk/ambassadors-champions

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<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>The Steering Group should draw members from across the organisation.</p> <p><u>Please keep an up-to-date record of your Ambassadors and Champions to utilise them throughout Accreditation. White Ribbon can share your registered Ambassadors and Champions upon request.</u></p>	<p>We have a working group that meets quarterly, which forms our steering group.</p> <p>This has been in place several years with Sarah Pateman acting as the lead Champion for WR.</p> <p>The working group partners consists of HCC, Housing managers, Refuge UK, Safer Places, Safer Neighbourhood Police Team, DAISU, Childrens Services, Health Visitors, CMHT, Drug and Alcohol and CAB.</p>	<p>Yearly – As we chair quarterly meetings.</p>	<p>Minutes of the meetings where details of what has been discussed will be formally recorded.</p>	<p>Update the action plan on a yearly basis with the support of the steering group.</p> <p>Created a steering group for WR and will meet quarterly to achieving culture change within SBC. This group is made up of senior managers across the council.</p> <p>First meeting took place January 2025 and we have 10 members currently. Subsequent meetings have taken place in April 2025, July 2025 and quarterly thereafter</p>	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>2017</p> <p>2024</p> <p>Ongoing</p>	<p>This criteria requires further development.</p> <p>It is positive that you have a multi-agency steering group.</p> <p>It is recommended that you also create an internal council WR steering group as well. This group is important to achieving the internal council organisational culture change you are aspiring to achieve.</p> <p>It would be helpful for this steering group to be formed from a cross section of senior and front-line managers from across the council's service directorates are included so that WR is owned and understood across the whole council, thus ensuring breadth of diversity and diversity of thought.</p> <p>It would also be positive to consider how authentic voice can also be included</p> <p>Ambassador and Champions registration can be completed through this link: https://www.whiteribbon.org.uk/ambassadors-champions .</p>
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				<p>We consider the points of authentic voice as part of our services. These focus on self-reflection, reflecting on values, beliefs and experiences. We also identify strengths, practise active listening and as an organisation we look to keep growing and learning</p> <p>We hold a list of all champions and ambassadors to date</p> <p>Allyship training link has been added to the staff intranet portal for staff to access and complete</p>		<p>Ongoing</p> <p>2024</p>	<p>A White Ribbon Ambassador and Champion list can be requested every year so that you have a current up to date list.</p> <p>White Ribbon is more than a once a year activity and the action plan will need to include activities that take place all year round. Allyship is an important message that needs to be constantly and consistently promoted all year round to support culture change and growth. WR allyship training can be accessed by clicking the link below. https://www.whiteribbon.org.uk/allies</p>
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	Continue to work with HR around policies involving Domestic abuse and processes in place for staff members experiencing this.	Updated on a yearly basis.	Embedded procedure.	All staff have access to the staff handbook on the intranet and this details the policies. Support to staff	Tania King Tania.king@stevage.gov.uk	Ongoing	The evidence in this area is good, some suggestions have been made to further strengthen this criteria.

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these are shared and understood.				<p>disclosing is available through SADA and for perpetrators we would use the No More Service or one of our partners.</p> <p>The link for www.eida.org.uk has been sent out to all the teams across SBC to sign up and become a member. Sarah Pateman is already a member and attend regular meetings</p> <p>The link has been added to our staff intranet page along with the SBC website page for the public to access.</p> <p>We have spoken to HR to have this incorporated</p>		<p>2024</p> <p>2024</p> <p>2024</p>	<p>You may find the Employee Initiative on DA helpful when reviewing your policy. https://www.eida.org.uk You can sign up and become a member free of charge.</p> <p>For male violence against women the Suzie Lamplugh Trust has some helpful information to support https://www.suzylamplugh.org/Pages/Category/personal-safety-and-lone-working</p> <p>The policy should also demonstrate a clear process for challenging and managing perpetrators of DA and VAWG and misogynistic attitudes. Allyship training can assist with this https://www.whiteribbon.org.uk/allies</p>
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				<p>As part of the ongoing induction for new members of staff we highlight VAWG and our commitment to this ending this along with promoting WR</p> <p>We have also completed a VAWG action plan with the police</p> <p>We have spoken to HR to have this incorporated</p> <p>SBC's values are as follows: One team Responsive Straightforward Innovative Caring</p>		<p>Ongoing</p> <p>2024</p> <p>2024</p> <p>Ongoing</p>	<p>It would have been helpful to have included in the planned outcomes how you plan to communicate the introduction / launch of this policy(s) in the council so that staff are aware of its existence. This communication is also a positive way to share with council employee's the council's commitment to DA / VAWG.</p> <p>This will also ensure that employees are aware of its existence, managers know how to respond end perpetrators are sent a strong message. This will also promote the culture change and growth you are striving to achieve.</p> <p>The council HR team can also look at how this policy links to wider council policies: recruitment and selection, harassment and bullying, code of conduct, dignity at work, whistle blowing and competency framework.</p> <p>There is also a direct link to the council's values and behaviours framework.</p>
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				Excellent. SBC work to these and this links in with the work we do with WR			
Staff training includes aspects of men's violence against women (sexual violence, coercive control, consent, and domestic abuse).	Stevenage Borough Council undertake new starter induction processes which include the White Ribbon Campaign.	Regular training program is in place where we provide group training to external and internal partners. throughout the years	We continue to roll out Domestic Abuse awareness training to all frontline staff from local housing providers and other key partners.	<p>All frontline staff are trained to the same level to raise awareness of the different types of domestic abuse and how to recognise the signs. All staff that are trained are aware of the support that is available from SADA to staff members and we have DA Champions in each team that can be contacted.</p> <p>We have a VAWG action plan and we have a safeguarding coordinator that is part of our team. This links in with the safeguarding board and Health and safety on a regular basis. We also have complex needs support officers as part of the team who</p>	Tania King Tania.king@stevenage.gov.uk	Ongoing	<p>It would also be useful to consider the councils wider training offers. Is VAWG included in safeguarding children, adults training, Prevent, housing, First Aid, Health and safety and other relevant training?</p> <p>It would also be helpful for the councils safeguarding leads, Human Resources, Cllr's, Trade Union Conveners, to attend DA / VAWG training.</p> <p>All these officers will be coming into contact with DA / VAWG but may not recognise the signs. This is a good way to offer early intervention support and challenge.</p> <p>It would also be useful for the councils WR Ambassadors / Champions to work in partnership with the council's mental health, emotional wellbeing, Health and Safety, First Aid officers so they are aware of the links / signs and feel confident to respond.</p>

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				<p>are able to recognise the signs of DA and we run suicide prevention training on a regular basis from this team.</p> <p>We currently work within schools around education and depravation and will incorporate the Allyship into the presentation that we deliver to the schools.</p>		2024	<p>It would also be useful to consider accessing White Ribbon training around Allyship. This presents an ideal opportunity to train all staff, but particularly male staff in Allyship which they can cascade when working in the community, engaging with other community groups and when completing work with children and young people in youth / school settings, etc .</p> <p>https://www.whiteribbon.org.uk/allies</p>
<p>All policies and programmes are aligned with the Home Office Violence Against Women and Girls National Statement of Expectations.</p>	<p>As a Local Authority we adhere to all VAWG policies and programmes and these are highlighted in all our training to staff and ensure we meet the policies continually.</p>	<p>Ongoing as the training above and regular quarterly meetings with county to feed in to the strategy.</p>	<p>This is outlined within our staff training programme and we attend meetings with County as part of the VAWG policies to discuss any updates and changes to policies and programmes. We also report what we</p>	<p>Continue to work with VAWG and County and update all our support services and link in to any changes around DA policies within government.</p> <p>SBC does not commission services but we do work with our commissioners</p>	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>Ongoing</p>	<p>This Criteria extends to commission processes, therefore as a community leader it is in a strong position to communicate, coordinate and lead the development of joint commissioning in line with the National Statement of expectations.</p> <p>https://www.gov.uk/government/publications/violence-against-women-and-girls-national-</p>

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			as a local authority are doing.	<p>to support all policies and procedures</p> <p>Sarah Pateman was instrumental in developing this with the home office through our Community Safety Strategy and we implement this into our strategic assessments and action plans</p> <p>SADA have qualified IDVA's and ISVA's within the team and work externally with IDVA</p>		<p>2024</p> <p>Ongoing</p>	<p>statement-of-expectations-and-commissioning-toolkit/violence-against-women-and-girls-national-statement-of-expectations-accessible</p> <p>The new Victims and Prisoner Act 2024 can also support this action as it provides additional guidance and support for IDVA / ISVA role. Victims and Prisoners Bill - GOV.UK (www.gov.uk)</p> <p>In addition, as is Clause 15: Guidance about IDVA & ISVA's. Guidance about independent advisors (ISVAs and IDVAs) fact sheet (publishing.service.gov.uk)</p> <p>The Duty to collaborate is also another key piece of legislation that links to this action. annex-a-duty-collaborate-statutory-guidance.pdf (publishing.service.gov.uk)</p>
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White Ribbon Accreditation is built into the commissioning process as a social value indicator.	We will ensure that the WRUK is part of our yearly action plan and that we will report to the SADA Board members on a six monthly basis.	Across the 3 years	Evidenced in the action plan and the Board Minutes.	<p>Already have our action plan in place and WRUK is part of the action plan.</p> <p>We have met with our contractors and they have completed the training and are now promoting the WR to others in their workplace</p>	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>Ongoing</p> <p>2024</p>	<p>This criteris requires further development.</p> <p>For this criteria it is suggested that links are made with procurement who can support with achieving this criteria by adding a requirement as part of the Social Value requirements in all LA awarded contracts. Asking contracted providers to sign up to WRUK means that you are extending your reach across the LA supply chain maximising reach and impact. This will add real value to your action plan.</p> <p>Consideration could also be given to any joint commissioning arrangements with key partners, e.g., OPCC, ICB.</p> <p>Again, the Duty to collaborate is also another key piece of legislation that links to this action. annex-a-duty-collaborate-statutory-guidance.pdf (publishing.service.gov.uk)</p>
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<p>In collaboration with key local partners there is a joint strategic approach to ending men's violence against women.</p>	<p>We hold regular meetings with our partners which include Police, Health, Children's Services, Drug and Alcohol and Mental Health Services. We also work in partnership with schools and housing providers across Hertfordshire.</p>	<p>Across the 3 years</p>	<p>Minutes of the meetings for both the Board and Working Group and Champions meetings</p>	<p>We have an extensive portfolio of key partners across Hertfordshire and beyond. We continue to provide practical and emotional support for clients experiencing domestic abuse, ensuring all support is client led.</p> <p>Sarah Pateman is a member of the board that works around Serious Violence Duty</p> <p>We have a chair at all the groups listed in your recommendations as part of the partnership working we do.</p>	<p>Tania King Tania.king@stevenage.gov.uk</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>This is a strong criteria and your multiagency steering group is key to you achieving this criteria.</p> <p>This also aligns to the council and partnerships work in relation to the Serious Violence Duty https://www.gov.uk/government/publications/serious-violence-duty</p> <p>Consideration can be given to WR Champions / Ambassadors being present and sharing key WR messages through the following groups /Boards: DA Board VAWG strategic / operational group Safeguarding Adults and Children Boards DA Forum and other relevant groups / Boards. Community Safety Partnership.</p>
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							This will ensure that strategic and operational elements of this criteria are met.
There is support and housing services for women and children experiencing/fleeing domestic abuse.	SADA currently have a portfolio of 33 Safe Accommodation spaces including a shared Women's refuge provision. These accommodations offer short term housing on a dispersed refuge basis.	Ongoing	Have a portfolio of properties available and continue to obtain properties.	<p>We continue to source further properties to our portfolio in order to provide more opportunities for safe accommodation for victims fleeing domestic abuse.</p> <p>We continue to work with the 'Housing First Model' to allow more victims to secure tenancies in their own right.</p> <p>We are now known as Community Advice and Support and this includes Housing Advice, Homelessness and Temporary Accommodation so this ensures our policies and procedures are embedded across the</p>	<p>Tania King Tania.king@stevenage.gov.uk</p>	<p>Ongoing</p> <p>2023</p>	<p>This is a strong criteria.</p> <p>This Criteria also extends to the work completed to meet Part 4 DA Act which requires LA to address safe accommodation via the DLUHC (Department of Levelling Up Housing and Communities) grant. Key to this is the Needs Assessment and DA / VAWG strategy development and it will be advantageous to ensure connections have been made to</p>

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				<p>wider team and organisation</p> <p>SADA are continuing to offer work with an art therapist to capture the child's voice in schools. We are also carrying out work around depravation in schools.</p>		2023	<p>these functions as this will provide added value to your WR plan.</p> <p>The DA Act 2021, states that children and young people are victims in their own right if they see, hear or experience the effects of domestic abuse, therefore it would also be useful to consider and define how the needs of children and young people are to be met. https://www.legislation.gov.uk/ukpga/2021/17/part/1/enacted</p> <p>The new Victims and Prisoner Act 2024 can also support this action as it provides additional guidance and support for the IDVA / ISVA role. Victims and Prisoners Bill - GOV.UK (www.gov.uk)</p> <p>In addition, as is Clause 15: Guidance about IDVA & ISVA's. Guidance about independent advisors (ISVAs and IDVAs) fact sheet (publishing.service.gov.uk)</p> <p>The Duty to collaborate is also another key piece of legislation that links to this action.</p>
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							annex-a-duty-collaborate-statutory-guidance.pdf (publishing.service.gov.uk) It would also be advantageous to consider applying for DAHA accreditation. www.dahalliance.org.uk
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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: (What will be achieved, who will benefit and by when? Your outcomes are the effects or changes resulting from your actions/activities)	Lead person/s: (Name, job title, Inc. tel. & email):	Achieved Date (Complete once achieved)	WHITE RIBBON FEEDACK
2. Engaging Men & Boys							
There are at least 4 White Ribbon Ambassadors from within all staffing levels and departments of your organisation.	Geoff Caine Adam Heath Antonio Silverio Darren Effer Svetoslav Grozev John Myall Simon Fletcher Christian Japaul Tom Whittaker Jay Jennings Adam Colley	All ambassador s have completed the training and have agreed the White Ribbon code of conduct and Made the Promise.	Ambassadors have completed the training. As more staff people come forward they will also complete the online training to enable them to become an ambassador.	Completed awareness of WRUK sessions and future ones planned remotely due to the current. situation Below is the current ambassadors who support in various ways from attending events.	Tania King Tania.king@stevenage.gov.uk	Ongoing	This is a strong criteria, it is positive that you have recruited additional ambassadors.

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<p>All White Ribbon Ambassadors are required to agree to the White Ribbon Code of Conduct and Make the Promise.</p>	<p>Continue to support to support the work of the White Ribbon Campaign as ambassadors.</p> <p>In addition, we have successfully increased our number of ambassadors to include Ben Wilson continues to raise awareness across all male employees at Stevenage Borough Council.</p>			<p>Promoting the WRUK when at external events. They also support in encouraging others within the council to make the promise and look at the work of the WRUK</p> <p>Richard.proteroe@stevenage.gov.uk</p> <p>Ben.wilson@stevenage.gov.uk</p> <p>Antonio.silverio@stevenage.gov.uk</p> <p>Darren.effer@stevenage.gov.uk</p> <p>As previously stated we have completed this action and will meet quarterly</p>		<p>2024</p>	<p>As previously highlighted, It would be good to consider creating an internal operational White Ribbon steering group made up of champions and ambassadors who will support with driving the action plan forward and bring ideas around how the action plan can be further implemented both internally and externally. They can also communicate the White Ribbon messages with their</p>
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				Action completed as stated before		2024	<p>colleagues and raise awareness and encourage sign up.</p> <p>This group would be able to provide direct feedback into and from the WR steering group.</p> <p>It would be advantageous to take this activity a step further and provide Allyship training to all the ambassadors.</p> <p>WR Allyship training can be accessed by clicking the link below. https://www.whiteribbon.org.uk/allies </p>
<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 	<p>We continue to have a supply of white ribbon's to give out to staff.</p> <p>Dedicated meetings to showcase the role of the white ribbon campaign and we have white ribbons to give out .</p>	Across the 3 years	Emails to staff members and an awareness package put together on PowerPoint. Review this to look at new staff members making the promise.	<p>Further sessions planned to continue to raise awareness and promote the White Ribbon Campaign.</p> <p>Events attended have been highlighted previously that we have used to promote WR</p> <p>Communication plan is in place and sent out to Comms</p>	<p>Tania King Tania.king@stevenage.gov.uk </p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>It is important that your WR plan includes White Ribbon activities that take place all year round and not singularly focusing on a once-a-year activity, as this will add real value to your plan and help to build and sustain the organisational culture change you are striving to achieve.</p> <p>Communication can be maximised at key points in the year to keep</p>

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conversation about what it means to wear a White Ribbon.				monthly to update staff and the wider network and partnerships			<p>staff engaged in the key White Ribbon messages.</p> <p>Engagement with your local DA / VAWG services can also support with this.</p> <p>Ideas to build you commination plan can be accessed by clicking the link below: https://www.whiteribbon.org.uk/white-ribbon-day-2023</p>
White Ribbon Ambassadors and Champions have opportunity to become well informed about their role and confident about what men and boys can do to challenge violence against women and girls.	Refresh the training we deliver around domestic abuse to internal and external partners across Hertfordshire. We will continue to encourage all male staff members to make the White Ribbon Promise .	Across the 3 years	<p>Under take WRC online training, 4 modules.</p> <p>Receive certificate and our SADA badge, to show you are a member of the WRC and SADA family.</p>	<p>We already have ambassadors and champions in place and looking to recruit more in the future.</p> <p>We will do this by emailing out to all the male staff members within the council and our partner agencies and also asking female staff members to ask them to be a champion.</p> <p>We offer a drop in around education.</p>	Tania King Tania.king@stevenage.gov.uk	<p>Ongoing</p> <p>Ongoing</p>	<p>As a large employer with a high number of male employees in the</p>

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				We have our depravation project in schools and have the work around the voice of the child			workforce this presents an ideal opportunity to train ambassadors in Allyship which they can cascade to staff within the council and when working in the community, engaging with other groups and when completing work with children and young people in youth / school settings. https://www.whiteribbon.org.uk/allies
Ambassadors are promoted and supported to deliver White Ribbon activity and engage with areas of the workforce that are male dominated.	Ambassadors have joined the SADA team at local events to reach a large male audience to raise awareness. SADA have also begun to develop training sessions for local maintenance teams that are largely male dominated to raise further awareness.	Across the 3 years	Local sporting events have been attended to raise awareness. Visits have taken place to Stevenage Borough Council's contractor site and training has been provided.	Provided awareness and training to to areas that are largely male dominated. We work with the FA and local football teams	Tania King Tania.king@stevenage.gov.uk	Ongoing	The council is an ideal organisation to drive forward this culture shift internally and in the city. White Ribbon also offer wider training that can support this work https://www.whiteribbon.org.uk/training
Educational programmes about domestic abuse and healthy relationships have specific content directed towards	Working in partnership with local schools to promote WRUK awareness with staff but also running local workshops with	Across the 3 years	Ongoing sessions planned for schools and colleges in Stevenage and North Herts.	Completed sessions with a view to book in additional ones once we have further access to local schools. The	Tania King Tania.king@stevenage.gov.uk	Ongoing	

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boys, such as within the PSHE and RSHE curriculum in schools.	students to explore healthy relationships.			<p>talks centre around behaviours in relationships and that both boys and girls can be affected by domestic abuse. It centres what is a healthy relationship and where to go for support if needed.</p> <p>We offer a drop in around education. We have our depravation project in schools and have the work around the voice of the child</p> <p>Our leisure manager has completed the ambassador process and promotes this at events aimed at children and young people</p>		<p>Ongoing</p> <p>Ongoing</p>	<p>The council is well placed through senior managers and Education Safeguarding leads to promote the importance of this and to also measure the commitment made by educational settings through the Section 11 Audit Duty. (Children Act 2004).</p> <p>This also extends to Youth services / YJS / Leisure Services / Family Hubs and other groups specifically working with boys and other commissioned services for children and young people.</p> <p>White Ribbon Children and Youth materials can be used to support the planned outcomes for this criteria.</p>
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							https://www.whiteribbon.org.uk/children-and-youth#learning-resources This also aligns to the council and partnerships work in relation to the Serious Violence Duty https://www.gov.uk/government/publications/serious-violence-duty
Ambassadors have opportunity to engage with men and boys in the community.	WRC to be included in SADA pop up events and drop in. SADA have built up strong working relationships with Hertfordshire Football Association which has provided an opportunity to engage with men and boys.	Across the 3 years	SADA have held many pop up events including events at the Hertfordshire FA ground, Stevenage Day, Phower Event and various other events.	Raising awareness in young men and boys in community As above we have completed some work around leisure and aimed promoting the WR at family events such as Stevenage Day We do not commission services but we do hold drop in's for families	Tania King Tania.king@stevenage.gov.uk	Ongoing Ongoing Ongoing	Links with the councils events team is key to this action, because during the summer months many local residents/ families will be attending summer activities festivals/ music events. WRUK have activities to support targeted campaigns for these events. New campaign focusing on men's behaviour at live music events. — White Ribbon UK Shop — White Ribbon UK In addition, the council could also consider commissioned and non-commissioned community groups, fathers groups, parenting groups, out of school services, early help / Family Hubs / Children's Centre services who all provide direct

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services to men and boys and undertake extensive community-based work.

This also aligns to the council and partnerships work in relation to the Serious Violence Duty
<https://www.gov.uk/government/publications/serious-violence-duty>

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: (What will be achieved, who will benefit and by when? Your outcomes are the effects or changes resulting from your actions/activities)	Lead person/s: (Name, job title, Inc. tel. & email):	Achieved Date (Complete once achieved)	WHITE RIBBON FEEDBACK
3. Changing Culture							
Male staff know how to uphold White Ribbon values and model positive masculine traits and allyship to other men and boys.	Following on from the training and modules completed by the ambassadors re the White Ribbon Campaign, the ambassadors continue to uphold the values	ongoing	We have been supporting the ambassadors to act at peer mentors for all staff across Stevenage Borough Council.	Creating a positive environment where it is not acceptable to demonstrate negative behaviour.	Tania King Tania.king@stevenage.gov.uk	Ongoing 2024	Again, as a large employer with a high number of male employees in the workforce this presents an ideal opportunity to train ambassadors in Allyship which they can cascade to staff within the council and when working in

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	and traits to other men/boys and staff.			As stated before we have sent out the link for Allyship		Ongoing	<p>the community, engaging with other groups and when completing work with children and young people in youth / school settings.</p> <p>https://www.whiteribbon.org.uk/allies</p> <p>In addition, with the suggested areas covered linked to Human Resources, it would also be useful to consider including Allyship in wider council training offers: safeguarding children, adults training, Prevent, housing, First Aid, Health and safety and other relevant training?</p> <p>It would also be helpful for the councils safeguarding leads, Human Resources, Cllrs, Trade Union Conveners, to attend DA / VAWG training.</p> <p>All these officers will be coming into contact with DA / VAWG but may not recognise the signs. This is a good way to offer early intervention support and challenge. achieve.</p>
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				Completed as part of the induction process for all new staff and I learning completed on a refresher basis			Furthermore, encourage managers as part of performance review and check-ins to assess the necessity of additional awareness or training for all staff, beyond the essential Code of Conduct training, to ensure comprehensive learning and development for both new and existing staff
All staff do not behave in sexist, harassing and abusive behaviours, and understand that they are unacceptable in all contexts.	We have zero tolerance across sexist and abusive behaviour across all areas of the council and HR have clear policies to support this in place on the intranet. This is also detailed at induction and should any behaviour be identified there is process in place to address this	ongoing	Intranet Induction Policies and processes	<p>To have continued respect for all staff at every level</p> <p>As stated before we have sent out the link for Allyship</p> <p>We have spoken to HR to have this incorporated</p>	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>Ongoing</p> <p>2024</p> <p>2024</p>	<p>Again, Allyship is a good way to develop this through peer-to-peer challenge, so it does not just solely rely on HR processes and become the role of managers in the organisation. Everyone has a role to play and peer to peer is a very effective way to create the culture you are trying to achieve.</p> <p>You can consider monitoring through Grievance, complaints, whistle blowing, and completing an annual WR work force survey. This will go some way to giving you some understanding of the</p>

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							<p>prevalence in the organisation, numbers reported through the processes listed and any remedial or awareness work that needs to be undertaken to ensure you are creating the work force culture you are striving to achieve.</p> <p>This can also be included in the council's competency framework and organisational values and behaviours framework.</p> <p>Recruitment and selection processes are key to this through messaging on job advertisements, application form and interview processes, giving a strong message from the outset. This can then be followed up in new recruit inductions and council corporate welcome briefing.</p>
There is a zero-tolerance approach to sexist, harassing and abusive behaviours.	As above	ongoing	Intranet Induction Policies and processes	<p>To have continued respect for all staff at every level</p> <p>DA Policy in place and team aware of the breaches and actions that can be taken</p>	<p>Sarah Pateman</p> <p>Sarah.pateman@stevenage.gov.uk</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Consider for your Housing / tenancy management including a clause which explains that committing DA / VAWG can be a</p>

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							breach of tendency conditions and result in positive action being taken. This directly links to the DAHA accreditation. This directly links to the DAHA accreditation and is an area the LA can consider exploring further. www.dahalliance.org.uk
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 Local Authority.	As above	ongoing	Intranet Induction Polices and processes	To have continued respect for all staff at every level DA survey around WR and SADA completed and uploaded to our intranet.	Sarah Pateman Sarah.pateman@stevenage.gov.uk	Ongoing 2024	This links to the suggestions above. Targeted consultation with those impacted by these behaviours can give you some understanding of the work to be completed and progress made to date. An annual WR staff survey can also provide valuable feedback to help you assess whether the culture change you are trying to achieve is developing. It also links to the wider council training offers. Is VAWG included in safeguarding children, adults training, Prevent, housing, First Aid, Health and safety and other relevant training?

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							<p>Consultation the those impacted by these behaviours can give you some understanding of the work to be completed and progress made to date.</p> <p>It would also be helpful for the councils safeguarding leads, Human Resources, Trade Union Conveners, to attend Multi-agency DA / VAWG training. All these officers will be coming into contact with DA / VAWG but may not recognise the signs. This is a good way to offer early intervention support and challenge.</p> <p>These officers will also come across and represent perpetrators and its important that council processes don't provide a platform for collusion or for minimising these behaviours. Awareness raising of the tactics and behaviours used is critical to preventing this.</p> <p>It would also be useful for the WR Ambassadors / Champions to work in partnership with the council's mental health, emotional wellbeing, Health and Safety, First Aid officers so they</p>
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							<p>are aware of the links / signs and feel confident to respond.</p> <p>You can consider, how this link to the DA / VAWG policy? Further exploration needs to be considered around how this will be challenged when identified. Again, Allyship is a good way to develop this through peer-to-peer challenge.</p> <p>This can also be included in the council's competency framework and organisational values and behaviour framework.</p>
There is a support function for those involved in a report (victim, reported and whistle-blower).	Stevenage Borough Council have a Whistle Blowing Policy Procedure in place to support any staff who may report this.	ongoing	Intranet Induction Polices and processes	<p>To have continued respect for all staff at every level</p> <p>SADA attend partnership meetings regularly and these are the platform for feedback on themes and areas of improvement</p>	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>It would also be good to consider the role of external DA services who may also be advocating on behalf of victims / survivors and that any barriers to reporting have been considered and removed. They can also provide feedback on any common themes</p>

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				<p>We have spoken to HR to have this incorporated</p> <p>The team has staff members that have lived experience of domestic abuse which provides good peer support for others</p>		<p>2024</p> <p>Ongoing</p>	<p>or areas for improvements. Also Consider intersectionality.</p> <p>Is VAWG specifically referenced in the councils' whistle blowing policy?</p> <p>Lived experience and staff feedback functions can also support this criteria.</p>
There is a process in place to ensure no organisational promotional materials use abusive or sexist imagery.	Our communications Team approve all SBC materials prior to them being produced or going out to the public either through social media or in public	ongoing	Website Publications	<p>To ensure our promotions are suitable</p> <p>SADA already link in with communications who share our posts on social media including our work with WR</p>	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>It would be good to link in with the marketing and communication team who lead on any internal / external campaigns / communications to ensure they are aware of this criteria.</p> <p>This message can also be included in the councils corporate communication and marketing guidance.</p> <p>It is important that those impacted by these behaviours are involved in the development</p>

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							<p>of any promotional materials to ensure the messages speak to them.</p> <p>Materials can also be found on the WR website: https://www.whiteribbon.org.uk/our-campaigns </p>
<p>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.</p> <p>There is support for women and others within and exiting the sex industry.</p>	<p>We do not have any in our area.</p>			<p>Link in with our local college around social media posts as we have no university.</p> <p>SADA hold events at the college and will be continuing this on a yearly basis</p>		<p>Ongoing</p> <p>Ongoing</p>	<p>You could consider this in relation to college / university settings.</p> <p>Consider sharing messages during Fresher week. Also, a targeted campaign in student accommodation (on and off campus) Consider analysing sexual assault / rape offences data to identify hot spot areas in student accommodation to target offenders / repeat offenders. Also target student letting agents who can share information as part of tenancy agreement / sign up.</p> <p>This aligns to the council and partnerships work in relation to the Serious Violence Duty</p>

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							https://www.gov.uk/government/publications/serious-violence-duty
<p>Work towards commissioning perpetrator programmes.</p> <p>Consider the RESPECT-accredited perpetrator programme.</p>	<p>We have completed our pack to be assessed to be accredited for Respect as we are running a Perpetrator Programme.</p>	Ongoing	Waiting for outcome of Respect assessment.	<p>To continue to run a programme with the Respect accreditation in place.</p> <p>We do not commission services so we have our in house perpetrator programme called Evolve that supports perpetrators.</p> <p>We also have an in house service for young people through Evolve</p>	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>May 2020</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Consideration could also be given to how this is related to the work of the Youth Justice Service for young people who are using harm in their intimate relationships.</p> <p>White ribbon have support materials you can use to support this work. Primary prevention in schools and at home — White Ribbon UK</p>
<p>The organisation manages the safety of its evening and night-time economy.</p>	<p>We work in partnership with our So Safe partners which include local police</p> <p>We will be discussing the Purple Flag Status at our next (JAG) Joint Action group Meeting</p>	Across the 3 years	So Safe Strategy	Continue to have a safe town that people can enjoy safely	<p>Sarah Pateman Sarah.pateman@stevenage.gov.uk</p>	<p>2014</p> <p>Ongoing</p>	<p>The councils licensing team, Public Health, Community Safety, Environmental crime and Health Safety and planning teams have a role to play to support any planned outcomes in this criteria.</p>

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				<p>We have key stakeholders which are involved as part of the so safe and RAG</p> <p>Already in place with JAG and we have the community safety action plan and campaigns in place throughout for the year</p>		<p>Ongoing</p> <p>The police, ICB and sexual health services and commissioning are also key partners for consideration.</p> <p>This also aligns to the council and partnerships work in relation to the Serious Violence Duty https://www.gov.uk/government/publications/serious-violence-duty</p> <p>The following schemes can help with the criteria; Ask Angela, Ask ANI, Pub watch, and other nighttime economy initiatives you may be running.</p> <p>Also there is a direct link with the councils events team who will be organising / link in with other providers for summer activities that many local residents/ families will be attending: summer activities / festivals/ music events. WRUK have activities to support targeted campaigns for these event. New campaign focusing on men's behaviour at live music events. — White Ribbon UK</p>
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							Shop — White Ribbon UK
Confidence that staff at entertainment venues are adequately trained to recognise, handle and report incidences of abuse.	We have a variety of projects across the town in pubs, music venues and restaurants to promote DA Services. This includes but is not limited to Ask Angela and SADA . We also visit the venues and train the staff around awareness and signs etc.	Across the 3 years	Signs in toilets, on window and door fronts.	To continue to have a range of services to support people in the pubs and restaurants etc to support victims. Drug and alcohol and complex needs support officers work around substance misuse and this links in with the work around the serious violence duty	Tania King Tania.king@stevenage.gov.uk	Ongoing Ongoing	The councils licensing team, the councils Public Health, Community Safety, Environmental crime and Health Safety and planning teams have a role to play to support the planned outcomes in this criteria. The police, ICB and sexual health services and commissioning are key partners for consideration. Substance misuse commissioning also has a role to play with this criteria. This also aligns to the council and partnerships work in relation to the Serious Violence Duty https://www.gov.uk/government/publications/serious-violence-duty
Communicate to local communities and through your networks/partnerships	SADA discuss our commitment to the White Ribbon	Across the 3 years	SADA have the White Ribbon Campaign as a regular agenda item	Continue to communicate to local partners and the community the	Tania King Tania.king@stevenage.gov.uk	Ongoing	This links to your WR communication plan which can be shared through the

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your commitment to ending men's violence against women and to promote the White Ribbon promise.	Campaign at regular meeting and events.		at meetings with key external and internal partners.	importance of ending violence against Women and Girls. As detailed previously we have events all year that we attend and comms plan is in place		Ongoing	<p>Community Safety Partnership and DA Board.</p> <p>This also aligns to the council and partnerships work in relation to the Serious Violence Duty https://www.gov.uk/government/publications/serious-violence-duty</p> <p>As identified this criteria links to your WR communication plan. Its important that your plan extends beyond the 16 days of action as DA / VAWG occurs all year round, therefore your activities need to cover key dates throughout the year. Your communication campaign can target key dates in the year offering different messages to ensure all key events / date messaging is communicated.</p> <p>Partnership working with the OPCC, ICB, Public Health, Community Safety Partnership and DA Board can add value to your plan.</p>
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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: (What will be achieved, who will benefit and by when? Your outcomes are the effects or changes resulting from your actions/activities)	Lead person/s: (Name, job title, Inc. tel. & email):	Achieved Date (Complete once achieved)	WHITE RIBBON FEEDBACK
4. Raising Awareness							
There is a comprehensive communications plan for the Local Authority that identifies engaging with men and boys against violence against women and girls.	We have an action plan that sets out the work of SADA and what are aims and objectives are. We work specifically with male colleagues and males from outside of the council ie the football clubs.	Across the 3 years	SADA Action plan	To ensure we are all offering the same advice and can offer tailored support across the board regardless of area. Detailed previously around our comms plan and events	Tania King Tania.king@stevenage.gov.uk Communication s team	Ongoing	<p>The communication plan should include internal and external activities.</p> <p>The Councils marketing and communication team is key to support you to develop a communication plan.</p> <p>The Community Safety Partnership are also key partners for this criteria and their joint communication plan.</p> <p>Communication can be maximised at key points throughout the year to keep staff engaged in the key White Ribbon messages.</p> <p>Engagement with your local DA / VAWG services can also support with this.</p>

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							<p>Partnering with the ICB, OPCC marketing and communication team would also be advantageous for joint campaigns.</p> <p>Ideas to build you communication plan can be accessed by clicking the link below: https://www.whiteribbon.org.uk/white-ribbon-day-2023</p>
Information about where people can get help and advice is clearly displayed and accessible to all.	SADA leaflets and posters across Hertfordshire. We also have an extensive partner list that support SADA and promote our services, including housing providers and local constabularies.	Across the 3 years	Leaflets Posters Communications with partners.	<p>Raise further awareness of services available.</p> <p>Leaflets in different languages in main reception at the council offices</p>	Tania King Tania.king@stevenage.gov.uk Communication s Team	<p>Ongoing</p> <p>2023</p>	<p>The Victims and Prisoner Act 2024 will also provide additional support for IDVA / ISVA provision as it makes these roles a statutory function. Victims and Prisoners Bill - GOV.UK (www.gov.uk)</p> <p>A range of materials in different languages and formats is required to ensure accessibility for all.</p> <p>For any marketing and communications co-production will ensure the messages are accessible and speak to the targeted audience.</p>
White Ribbon UK messaging and the White Ribbon is display visibly in a wide range	SBC leaflets and posters all to include the WRC logo. This includes when we	Across the 3 years	SADA highlights our accreditation the WRUK every time	Raise awareness of WRUK	Communication s Team	Ongoing	This can also be linked to the Social Value Indicator and contracted providers also having the WR logo prominently

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of settings such as website, signage and promotional materials.	advertise outside of SBC areas. We will also look to advertise this on our website.		we deliver training or attend events.	Ribbons given to contractors			displayed and on their literature / websites / vehicles. WR materials can be accessed by clicking the link below: Banners & Flags — Shop — White Ribbon UK
All staff, and others (e.g. partners, service users, contractors and community members), are encouraged to wear the White Ribbon and make the White Ribbon Promise.	Everyone has been happy to wear the white ribbon to date as they understand the value in it.	Across the 3 years	White ribbons being worn and communications going out showing this.	Promote the WRUK Campaign	Sarah Pateman Sarah.pateman@stevenage.gov.uk	Ongoing	Children Services, Probation, YJS, Family Hubs and leisure facilities etc and local rugby and football teams, etc can also be considered due to their reach. Again, this can also be linked to the Social Value Indicator and contracted providers also having the WR logo prominently displayed and on their literature / websites / vehicles.
White Ribbon awareness raising materials are displayed and utilised.	Main public and staff areas.	Ongoing	Already in place in main reception and the Customer Service Centre.	Raise awareness and promote the campaign. Already placed in our main reception in the council offices	Tania King Tania.king@stevenage.gov.uk	Ongoing Ongoing	Again, this can also be linked to the Social Value Indicator and contracted providers also having the WR logo prominently displayed and on their literature / websites / vehicles. Consider the location of the WR plaque? Can it be on display in the main council offices where staff

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							and members of the public will see it.
<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>Pop up event in the town centre to highlight the 25th November.</p> <p>Various activities to promote the work and campaigns that SADA is involved with to mark 16 Days of Activism Plan.</p>	Across the 3 years	<p>Every Year this includes a wide range of activities and ideas.</p> <p>Communications team take the lead on Social Media.</p> <p>Previous activities have included: releasing a youtube video that is suitable for victims and young people to demonstrate the support that SADA can offer.</p>	<p>Raise awareness and promote the campaign.</p> <p>Roxie Chambers monitors the website for SBC and regularly updates on any key messages</p>	<p>Roxie Chambers Roxie.chambers@stevenage.gov.uk</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Monitor the WR website for the publication of key messages and resources to support each years campaign. Share with all strategic and operation boards to maximise reach.</p> <p>For ideas click the link below: Our Campaigns — White Ribbon UK</p>
<p>Maximise opportunities to raise awareness in the local community.</p>	<p>Commemorate additional dates –</p> <ul style="list-style-type: none"> • International Women's Day • National Stalking Awareness Day • International Day Against Homophobia 	Across all 3 years	Documented information across social media platforms.	<p>Raise awareness and promote the campaign</p> <p>Survey was completed with clients around experiences with police and the courts</p>	<p>Tania King Tania.king@stevenage.gov.uk</p> <p>Communications Team</p>	<p>Ongoing</p> <p>2023</p>	<p>Key to this is the feedback from the following:</p> <p>WR annual survey Feedback from local community groups, themes and trends in the city. Feedback from the WR Operation group and WR Steering groups</p>

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	<p>& Transphobia</p> <ul style="list-style-type: none"> • Memory for Victims of Honour Based Abuse. <p>SADA pop up Awareness Stall in Town Centre. Date added to comms plan and events.</p>						<p>For idea click the link below: Our Campaigns — White Ribbon UK</p> <p>Consider other providers who are commissioned by the Council and who work in partnership with the council. Consider the wider business sectors and large employers in the city.</p>
Identify and forge links with local sports clubs to raise awareness, gain support and encourage accreditation.	We have established a strong partnership with Hertfordshire Football Association and Stevenage Borough Football Club who support SADA in raising awareness.	Across the 3 years	Use of social media and in house advertising of service and support.	Have good link with football clubs in the local area.	Communications	Ongoing	<p>The Council events team will attend sporting events and community-based events and are a key service area for this criteria.</p> <p>Events staff wearing White Ribbons is a fantastic way to raise awareness both within the organisation and the local community.</p> <p>Link into your local rugby / football teams who are ideally placed to support this criteria.</p> <p>Also consider Youth services and local based community sporting teams.</p> <p>The Councils leisure services also have a key role to play to deliver</p>

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							<p>the planned outcomes for this criteria. These facilities can be used to engage sports and youth groups.</p> <p>Some WR resources can be accessed by clicking the link below:</p> <p>https://www.whiteribbon.org.uk/whiteribbonday22</p>
<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>Have made contact with local theatres, restaurants and bars to provide visual materials for patrons entering the establishments.</p>	<p>Across the 3 years</p>	<p>Stickers in the windows of establishments and leaflets around the town.</p>	<p>Raise awareness.</p> <p>As previously discussed in the previous sections the following recommendations have been actioned</p>	<p>Tania King Tania.king@stevenage.gov.uk</p>	<p>Ongoing</p>	<p>The Council events, licensing and environmental health teams are key to achieving the planned outcomes for this criteria.</p> <p>Staff wearing White Ribbons is a fantastic way to raise awareness both within the organisation and the local community.</p> <p>Ask Angela and Purple flag schemes can support this criteria.</p> <p>Supporting local music venues to access Allyship training and to become accredited.</p> <p>https://www.whiteribbon.org.uk/allies</p> <p>https://www.whiteribbon.org.uk/workplace-programmes</p>

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							<p>Also there is a direct link with the councils events team who will be organising / link in with other providers for summer activities that many local residents/ families will be attending: summer activities / festivals/ music events. WRUK have activities to support targeted campaigns for these event.</p> <p>New campaign focusing on men's behaviour at live music events. — White Ribbon UK</p> <p>Shop — White Ribbon UK</p>
Encourage any other key partner organisations, service providers and suppliers to consider White Ribbon Accreditation.	Have discussed the White Ribbon Campaign with local housing providers and key partners to highlight the work of White Ribbon UK and how those services may be able to get involved.	Across the 3 years	Discussions at quarterly catch up meetings have taken place with all districts/boroughs within Hertfordshire.	Raise awareness of the White Ribbon Campaign and encouraged more partner to sign up.	Tania King Tania.king@stevnage.gov.uk	Ongoing	They can apply for accreditation by clicking on the link below: https://www.whiteribbon.org.uk/workplace-programmes