



Listen, Learn, Lead.

By making the White Ribbon NI pledge to never commit, condone or stay silent about violence against women and girls, on (date) , (Organisation) have committed to take the steps necessary to make our society a safer place for women.

The pledge is an important first step and our voice is strengthened by all who choose to make it. After making the pledge organisations commit to making lasting change through their staff, their policies and their day-to-day work; as well as their role within the communities in which they are based.

The template Listen, Learn, Lead clearly sets out the criteria your organisation must meet to successfully achieve White Ribbon NI accreditation.

Organisations seeking accreditation are required to develop a three-year action plan, reviewed annually, which offers achievable goals to bring about genuine change. Once a Listen, learn, lead action plan has been approved by White Ribbon NI, an organisation will be granted White Ribbon Status. After the three-year time period the plan will be revisited with the hope that all objectives have been achieved and the White Ribbon pledge can be renewed.

Feedback is key - we will be happy to answer any questions you may have and help tailor a Listen, Learn, Lead plan which is not only fit for purpose but embodies the individual culture of your organisation.

Listen

Please detail below how your organisation will meet the following criteria – add any additional information you feel is relevant;

Hold an initial awareness session within your organisation with White Ribbon NI which includes the facts and figures around violence against women and girls in Northern Ireland.

Encourage ideas and feedback from all members of the organisation on what they would like to see included in the Listen, Learn, Lead plan, such as listening sessions presented by those from those different backgrounds within the workplace.

Provide staff with case studies of female survivors and/or research the experiences of women.

Action	Start Date	Lead person responsible	Achieved Y/N
Have key members of PSNI from Chief Constable through Senior Leadership Teams re-sign the White Ribbon Charter as part of newly aligned White Ribbon NI	April 2022	[REDACTED]	s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b) s.F40(3)(A)(a)

Have PSNI football team re-sign the White Ribbon Charter as part of the newly aligned White Ribbon NI	April 2022		s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b)
Awareness sessions with cohort of vulnerability Inspectors to share information about the pledge to never commit, condone, or stay silent about violence against women and girls	May 2022		s.F40(3)(A)(a)
Awareness sessions with cohort of vulnerability leads within local district policing command to share information about the pledge to never commit, condone, or stay silent about violence against women and girls	May 2022		s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b)
Awareness sessions with selection of Domestic Abuse Champions within local district policing command to share information about the pledge to never commit, condone, or stay silent about violence against women and girls	April 2022		s.F40(3)(A)(a)
Awareness sessions with Public Protection Branch at all ranks to share information about the pledge to never commit, condone, or stay silent about violence against women and girls	April 2022		
Awareness sessions to be considered with those who would be able to support minority groups across Northern Ireland to share information about the pledge to never commit, condone, or stay silent about violence against women and girls	May 2022		s.F40 s.F40(2) s.F40(2)(a)
Ensure lived experience of women and girls should be included in student officer training and new online training packages	September 2022		s.F40(2)(b) s.F40(3)(A)(a)
As part of ongoing Continuous professional standards training and awareness share relevant case studies of good practice with lived experience of women and girls	September 2022		
White Ribbon NI will be a quarterly agenda item on Domestic abuse performance meetings internally to assess whether or not there are emerging trends or additional information that would best support different communities across Northern Ireland	September 2022		

Learn

Please detail below how your organisation will meet the following criteria – add any additional information you feel is relevant;

Develop a staff learning strategy that includes male violence against women (including sexual violence, coercive control, consent and domestic abuse).

Develop a clear system for reporting, assessing and dealing with incidents of sexism, harassment, abuse, sexual assault or violence within your organisation.

Ensure that no organisational promotional materials use abusive or sexist imagery.

Have good knowledge of organisations locally who support women and girls and know how to signpost to their services.

Action	Start Date	Lead person responsible	Achieved Y/N
Annual review of relevant student officer training materials that will reflect subject matters including violence against women and girls (to include domestic abuse training, sexual offences, coercive control and rape myths training)	September 2022		s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b)
Training and awareness sessions for new legislation which would include topics relevant to violence against women and girls – coercive control, stalking awareness and non fatal strangulation	March 2022		s.F40(3)(A)(a)
Annual Continuous professional development to be conducted, as appropriate, on matters including domestic abuse	September 2022		
Launch of Domestic Abuse in the workplace service instruction which will highlight a clear system for reporting and investigating domestic abuse offences where the victim or suspect is a PSNI employee	June 2022		s.F40 s.F40(2)
Ensure that officers and staff members are aware of how they can report incidents of sexism, harassment, abuse, sexual abuse in the workplace to include external IAG sessions with external partners	March 2022		s.F40(2)(a) s.F40(2)(b) s.F40(3)(A)(a)

Ensure that all organisational material including traditional and social media reports do not use abusive or sexist imagery or language	April 2022		s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b)
To commit to update organisations who are able to support women and girls in the local community – to be included in impact / pathways to support in training modules and awareness sessions	September 2022		s.F40(3)(A)(a)

Lead

Please detail below how your organisation will meet the following criteria – add any additional information you feel is relevant;

Identify, appoint and support a number (to be agreed with WRNI) of White Ribbon Champions from your organisation (from various roles and levels of seniority as applicable). These champions will facilitate and implement the objectives on the White Ribbon NI action plan.

Ensure staff induction incorporates the White Ribbon pledge, supported by ongoing training and internal communications which challenge the attitudes and beliefs that lead to violence against women in all its forms.

Evidence that you have developed a zero-tolerance approach to sexist, harassing or abusive behaviours from staff and service users.

Organise a fundraising or awareness raising event in agreement with WRNI to increase awareness in your local area.

Demonstrate that you have encouraged other organisations to gain White Ribbon NI Accreditation

Display your commitment to challenging the beliefs and attitudes that lead to violence against women and girls on a range of settings such as your website, email and signage.

Display and utilise White Ribbon awareness raising materials throughout your organisation.

Action	Start Date	Lead person responsible	Achieved Y/N
Appoint White Ribbon Champions across all 11 policing districts and within Public Protection Branch to include front line responders, supervisors and members of Senior Leadership Team	June 2022		s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b) s.F40(3)(A)(a)

White Ribbon Champions will then facilitate local awareness sessions and information sharing as required with local support agencies, voluntary partners and statutory partners where appropriate	September 2022		s.F40 s.F40(2) s.F40(2)(a)
Ensure that all internal policies reflect that there is a zero tolerance to sexist, harassing or abusive behaviours from all police employees (internally and externally)	June 2022		s.F40(2)(b) s.F40(3)(A)(a)
Consider using the white ribbon as part of the email signature during appropriate times during the year – for example during 16 days of action	November 2022		s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b)
Promote the White Ribbon NI campaign through interactions with other organisations including with those who would work with those from minority groups	September 2022		s.F40(3)(A)(a)
Display your commitment to challenging the beliefs and attitudes that lead to violence against women and girls on a range of settings such as your website, email and signage. This can be included within the PSNI campaigns around domestic and sexual abuse, and VAWG	September 2022		s.F40 s.F40(2) s.F40(2)(a) s.F40(2)(b)
White Ribbon NI materials will continue to be used, worn and shown in various locations and at various events across the province to increase the footprint of those organisations who are familiar with the work of White Ribbon NI	September 2022		s.F40(3)(A)(a)
Provide a commitment to speak at White Ribbon NI organised events and speak about the impact of violence and abuse against women and girls within the criminal justice setting	September 2022		

Name of White Ribbon NI Champion _____

Signature _____

Name of White Ribbon Champion _____

Signature _____

Name of White Ribbon Champion _____

Signature _____

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Signature _____

Listen, Learn, Lead plan approved? Yes/No (for Use of White Ribbon NI)

Comments