



Corporate Overview Group

Tuesday, 25 February 2025

White Ribbon Action Plan

Report of the Director of Neighbourhoods

1. Purpose of report

- 1.1. At the Council meeting on 7 March 2024, it was agreed that the Council would seek re-accreditation, as an employer, as a White Ribbon UK organisation, requiring the implementation of a three-year White Ribbon Action Plan.
- 1.2. This report aims to update the Group on progress to date.

2. Recommendation

It is RECOMMENDED that the Corporate Overview Group:

- a) Notes the significant progress made since the motion was passed including confirmation of re-accreditation as a White Ribbon UK organisation
- b) Recognises the actions taken to date as listed in sections 4.2 and 4.7 of this report
- c) Notes the forthcoming actions as listed in section 4.6 of this report.

3. Reasons for Recommendation

- 3.1. To comply with the Council motion made on 7 March 2024 and allow effective scrutiny of the Council's White Ribbon Action Plan.

4. Supporting Information

- 4.1. At Full Council meeting on 7 March 2024, the following notice of motion was proposed by Councillor Calvert and seconded by Councillor Inglis.

“Violence against women and girls (VAWG) remains far too high in our society. In Rushcliffe we are determined to change this.

This Council is a signatory to the Nottinghamshire Violence Against Women and Girls Strategy which has been developed in a multi-agency approach.

This Council will:

- report progress on the implementation of the Action Plan of the Strategy back to the Corporate Overview Group within the 2024/25 municipal year; and
 - seek re-accreditation (as an employer) as a White Ribbon UK organisation within the same timeframe.”
- 4.2. Since the motion was passed a number of actions have taken place to ensure significant progress has been made.
- Established a new White Ribbon Steering Group
 - Completed and submitted the White Ribbon Accreditation Application Form
 - Developed and submitted a 3-year White Ribbon action plan which has been approved by the Accreditation Panel
 - Communicated internally and externally our commitment
 - Raised awareness and sign up for ambassadors and champions
 - Training for councillors through Broxtowe Women’s Group
 - Promotion of the ‘It Starts with Men’ campaign and White Ribbon Day
- 4.3. In order to ensure strategic ownership, the newly established White Ribbon Steering Group is chaired by the Director of Neighbourhoods with the Strategic HR Manager taking on the White Ribbon Lead Contact role for accreditation and facilitating the work of the group. The Steering Group is made up of key officers from across the Council who have the knowledge and ability to impact positively and influence others. The Group has developed terms of reference and meets regularly to ensure focus on delivering on the Action Plan.
- 4.4. The White Ribbon Accreditation Application Form was submitted in June 2024 and the Council received confirmation on 13 July 2024 that the accreditation panel had approved the application. From this date Rushcliffe Borough Council is recognised as a White Ribbon Accredited Organisation which was shared through press releases.
- 4.5. Following the successful accreditation an Action Plan was required to be developed and submitted within six months. The Action Plan aims to demonstrate the commitment of the Council and what actions it will take to support its transformation over the next three years. A comprehensive Action Plan was developed by the Steering Group and submitted on 4 November 2024. On 3 February 2025 the Council received notification that the Action Plan had been approved by the White Ribbon Accreditation Panel.
- 4.6. Next steps will be to continue to deliver on the Action Plan which clearly shows progression over the three years, focussing on training, development of policies, collaboration with key partners and commitment to engagement through national campaigns. The forthcoming actions include:
- Specific training for staff on VAWG
 - Ensuring contractors used by the Council are aware of our commitment and expectations on VAWG

- Develop a Communication Plan for internal and external communications on the White Ribbon campaign
- Ensure new starters are made aware of our White Ribbon accreditation and there is a clear reporting process in place
- Encouraging local sports clubs to consider accreditation.

4.7. In terms of the Nottinghamshire Violence Against Women and Girls Strategy and its associated action plan, progress has been monitored by the Office of the Police and Crime Commissioner who act as the lead authority. More specifically the Council has supported the strategy and action plan in a number of ways and has sought to integrate and capture these actions within its own White Ribbon Action Plan. These include;

- a) Delivery of the Safer Streets CCTV Camera systems in both West Bridgford and Bingham Town Centres
- b) Attendance at a strategy relaunch event hosted by the Police and Crime Commissioner
- c) Domestic Abuse training for Councillors in their role as community leaders by Broxtowe Women's Group
- d) Officer attendance at the Nottinghamshire Domestic Abuse Local Partnership Board
- e) Officer participation in the Multi-Agency Risk Assessment Conference (MARAC)
- f) Support for any Domestic Homicide Reviews along with implementation of learning from across South Notts Community Safety Partnership .

5. Alternative options considered and reasons for rejection

5.1. Signing up for White Ribbon accreditation is a discretionary activity and the Council could choose not to participate.

6. Risks and Uncertainties

6.1. There could be a reputational risk if the Council did not evidence it's support and take an active role both internally and in multi-agency partnership in respect to Violence Against Women and Girls.

7. Implications

7.1. Financial Implications

The delivery of the White Ribbon Action Plan is contained within existing resources. The Safer Streets CCTV camera systems are being funded through a grant from the national Safer Streets programme supported by the Police and Crime Commissioner. Further consideration will need to be given over the financial commitment that may be required for these systems once the funding ends in March 2026 for West Bridgford and March 2027 for Bingham.

7.2. Legal Implications

There are no legal implications

7.3. Equalities Implications

This report demonstrates the positive action taking place to support the safety of women against violence. There are no negative equalities implications from this report.

7.4. Section 17 of the Crime and Disorder Act 1998 Implications

This report demonstrates the positive action taking place to raise awareness and training in this area and to ensure support to those women and girls who suffer abuse and violence.

7.5. Biodiversity Net Gain Implications

There are no biodiversity net gain implications

8. Link to Corporate Priorities

The Environment	Not Applicable
Quality of Life	Being an accredited White Ribbon UK organisation helps to raise awareness of the issue of domestic abuse and ensure a better quality of life to women and girls, improving their quality of life.
Efficient Services	Being an accredited White Ribbon UK organisation helps to ensure services to those affected by domestic abuse are efficient and support is available.
Sustainable Growth	Not Applicable

9. Recommendations

It is RECOMMENDED that the Corporate Overview Group:

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- c) Notes the forthcoming actions as listed in section 4.6 of this report.

For more information contact:	Dave Banks Director of Neighbourhoods Tel: 0115 9148438 dbanks@rushcliffe.gov.uk
Background papers available for Inspection:	Minutes of Council meeting 7 March 2024
List of appendices:	