



White Ribbon NI

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

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

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

Name of White Ribbon NI Champion _____

Signature _____

Name of White Ribbon Champion _____

Signature _____

Name of White Ribbon Champion _____

Signature _____

Name of White Ribbon Champion _____

Signature _____

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

Comments