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**END MALE VIOLENCE AGAINST WOMEN**

## ACTION PLAN FOR WHITE RIBBON STATUS

**Priory Primary School, Hull**

**Contents:**

Will be responsible for leading activities and liaising with WRUK

### INTRODUCTION:

Male violence against women 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. Schools and Colleges 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 seeking accreditation are required to develop 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 Schools and Colleges to bring about genuine change. Once an action plan has been approved by the White Ribbon UK Accreditation Panel, you will be granted White Ribbon Status.

White Ribbon UK template action plans are designed as a guide for organisations working towards accreditation. If you have questions about how it will work in practice in your context we will be very happy to discuss that with you. Often the most successful action plans are where an

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organisation has applied creativity and their own experience so please do not feel restricted by the template.

All our action plans were reviewed in early 2019. We would welcome your feedback.



# Education Award Action Plan

Criteria:	Actions planned over the next 3 years	Date (Y1/2/3):	Evidence: (How will you demonstrate this?)	Who is the lead person? (Initials only, Inc. tel. & email):	Date comp'd:	Planned outcomes: (benefits, aims, areas of development, challenges, successes)	Achieved (Y/N):
<b>I. Strategic Leadership</b>							
Identify a member/s of senior leadership/executive to be the strategic lead for White Ribbon Accreditation and a White Ribbon Ambassador or Champion.	<p>Claire Ball: Assistant Head Teacher and Designated Safeguarding Lead - White Ribbon Champion</p> <p>Ann Matthews: Deputy Safeguarding lead and Pastoral Lead - White Ribbon Champion</p>	Y1 Y2 Y2	Termly meetings of the White Ribbon Steering group	CB (AHT & DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631		A range of people as Ambassadors and Champions from all areas of school eg female, male, Senior Leaders, Pastoral Team, Health.	
Governance body/executive agree to a White Ribbon UK commitment.	<p>Tracey Parkinson, Safeguarding Governor, to become a White Ribbon Champion to review the White ribbon pledge at Governors' meetings annually.</p> <p>At termly Governor's meetings Tracey to inform Governors of the work being completed around White ribbon and take Governor ideas and suggestions to feedback to the steering group.</p> <p>Tracey to meet with the Safeguarding lead half termly to discuss safeguarding concerns and any ways the white ribbon resources can support safeguarding issues.</p>	Y1 Y2 Y2	<p>Governors meetings minutes</p> <p>Safeguarding governor reports</p>	TP <a href="mailto:parkinsont@thrivetrust.uk">parkinsont@thrivetrust.uk</a>		Governors fully supportive of the White Ribbon campaign and actively supporting with suggestions.	
Nominate a lead person to oversee the development and implementation of a WRUK strategy, they will monitor progress and report back to WRUK.	Claire Ball- Assistant Head Teacher and Designated Safeguarding Lead White Ribbon Champion	Y1 Y2 Y2	Termly meetings of the White Ribbon Steering group to devise and review the action plan. Regular meetings with WRUK to report implementation and impact of action plan.	CB (AHT & DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631		Termly meetings of the White Ribbon Steering group to review implementation and impact of action plan. WRUK updated regularly with implementation and impact of action plan showing positive changes and attitudes in the school and community regarding ending male violence toward women.	
Establish a White Ribbon UK Steering Group to oversee the	<u>White ribbon steering group</u>	Y1 Y2 Y2	Aut, Spr, Sum Steering group review meetings	CB (AHT & DSL)		Termly meetings of the White Ribbon Steering group to review	

<p>agreed Action Plan. Lead members of the steering group should be White Ribbon Ambassadors or Champions.</p>	<p>Claire Ball: Assistant Head Teacher and Designated Safeguarding Lead - White Ribbon Champion</p> <p>Ann Matthews: Deputy Safeguarding lead and Pastoral Lead - White Ribbon Champion</p> <p>Rachael Ramage: School Nurse and existing White Ribbon Champion for CHCP.</p> <p>Phil Naulls: Site Facility Officer - White Ribbon Ambassador</p> <p>Tracey Parkinson: Safeguarding Governor - White Ribbon Champion</p> <p>Steering group to meet termly to plan initiatives and review action plan.</p> <p>Pastoral team CB, AM, RR to meet half termly to review action planning,</p>	<p>Aut, Spr, Sum review meetings with steering group.</p> <p>Past team meet Aut 1, Aut 2, Spr 1, Spr 2, Sum 1, Sum 2.</p>	<p>with steering group minutes of meetings.</p> <p>Pastoral team meet Aut 1, Aut 2, Spr 1, Spr 2, Sum 1, Sum 2 minutes of meetings.</p>	<p><a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631</p>		<p>implementation and impact of action plan.</p> <p>Half termly meetings of the pastoral team to review implementation and impact of action plan.</p> <p>The White Ribbon ethos is embedded in our practice.</p>	
<p>Ensure there is an HR policy/policies in place that cover male violence against women and domestic abuse.</p>	<p>Peer on Peer Sexual abuse policy 2021</p> <p>Safeguarding Policy 2021</p> <p>Policies reviewed annually, all staff read and sign</p>	<p>Y1 Y2 Y3</p>	<p>Google form to say all staff have read and signed the policies.</p> <p>Policies on school website.</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631</p>		<p>All staff are aware of the clear policy to follow of male violence against women and domestic abuse.</p>	
<p>Demonstrate that you have developed a staff training strategy that includes male violence against women (including sexual violence, coercive control, consent and domestic abuse).</p>	<p><b><u>Year 1- 2021-22</u></b></p> <p>TES Develop online 'Domestic Abuse: Children and Young People' to be completed by all staff in <u>Autumn</u> Repeat course 2024</p> <p>TES Develop online 'Raising Awareness of Peer on Peer Abuse' to be completed by all staff in <u>Spring</u> Repeat course 2025</p> <p>TES Develop online 'Raising Awareness of Honour Based Abuse and Forced Marriage' to be completed by all staff in <u>Summer</u> Repeat course 2025</p> <p><b><u>Year 2- 2022-23</u></b></p>	<p>Y1 Y2 Y3 Training schedule for each year.</p>	<p>Training register that staff have attended. Kept centrally by Julie Swallow/Daisy Kirlew</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631</p> <p>JS, School Business Manager / DK - Executive Business Assistant</p>		<p>Staff have a clear knowledge of male violence against women (including sexual violence, coercive control, consent and domestic abuse).</p>	

	<p>TES Develop online 'Harmful Sexual Behaviours' to be completed by all staff in <u>Autumn</u> Repeat course 2025</p> <p>TES Develop online 'Reflective Safeguarding Practice for Schools' to be completed by all staff in <u>Autumn</u> Repeat course 2025</p> <p>TES Develop online 'Raising Awareness of Honour Based Abuse and Forced Marriage" to be completed by all staff in <u>Spring</u> Repeat course 2026</p> <p>TES Develop online 'Online Safety' to be completed by all staff in <u>Summer</u> Repeat course 2026</p> <p><b><u>Year 3- 2023-24</u></b></p> <p>TES Develop online 'Raising Awareness of LGBT' to be completed by all staff in <u>Autumn</u> Repeat course 2026</p> <p>TES Develop online 'Female Genital Mutilation Awareness' to be completed by all staff in <u>Spring</u> Repeat course 2027</p> <p>TES Develop online 'Sexual Violence and Harrassment between Children and Young People" to be completed by all staff in <u>Summer</u> Repeat course 2027</p> <p><b>Renew White ribbon accreditation Nov 2024</b></p>						
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2. Engaging Men & Boys							
<p>Appoint male Ambassador/s from within your school/college if possible. All White Ribbon Ambassadors are asked to agree to the Code of Conduct and Make the White Ribbon Promise.</p>	<p>Phil Naulla - SFO and White Ribbon Ambassador</p> <p>Zac Oakshott - PE Coach and WR Ambassador</p> <p>Any others?</p>	<p>Y1 Y2 Y3</p>	<p>Aut, Spr, Sum review meetings with steering group.</p> <p>Pastoral team meet Aut 1, Aut 2, Spr 1, Spr 2, Sum 1, Sum 2.</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a></p> <p>01482 509631</p>		<p>Strong male ambassadors on our school team who have a male staff voice and can influence and make a positive change to staff, pupils, parents and our community.</p>	
<p>How will you promote making the White Ribbon Promise and wearing a White Ribbon amongst governors, staff and more widely (parents, community partners, businesses).</p>	<p>White Ribbons purchased Oct 2021 for ALL staff</p> <p>Termly White Ribbon parent and local community event to promote the white ribbon promise and awareness amongst our parents. This event will include our steering group males, females, SLT, Governors, parents, School Nurse, Pastoral team who can support parents and signpost them if they require support.</p> <p>White ribbon annual day 25th November.</p> <p>Termly white ribbon event for children to raise their awareness of ending male violence against women.</p> <p>Expect respect toolkit embedded in our curriculum.</p> <p>PSHCE Jigsaw curriculum embedded F1-Y6 healthy relationships.</p> <p>White Ribbon section on school website to promote to parents. Links to agencies for support and WRUK.</p> <p>White ribbon promoted at our weekly drop in parents events with school nurse</p> <p>Renew White ribbon accreditation Jan 2025</p>	<p>Y1 Y2 Y3 throughout</p>	<p>Staff actively wear white ribbons.</p> <p>Half termly parent events on Twitter, photos.</p> <p>Termly white ribbon event for children on Twitter</p> <p>Evidence of pupil's work completed from the 'Expect Respect' toolkit.</p> <p>Evidence of pupil's work completed from the PSHCE Jigsaw curriculum on healthy relationships.</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a></p> <p>01482 509631</p>		<p>A raised awareness of the white ribbon promise amongst staff, parents, pupils and the local community.</p>	

<p>How will you provide opportunities for Ambassadors and Champions 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>Steering group/pastoral team to meet termly to plan initiatives and review action plan. Discuss ways to ensure staff feel confident to challenge violence against women and girls.</p> <p>Pastoral and Safeguarding team to discuss cases as they arise that involve male violence against women and boys against girls. How can we learn from this? What can we do differently moving forward? Support for children, support for parents -what is in place?</p> <p>Steering group to have access to White Ribbon website and printed resources to be well informed. Sign up to WRUK newsletter.</p> <p>Termly female pupil voice survey</p> <p>Termly Male pupil voice survey</p> <p>White ribbon ambassadors and champions identified on the Junior Leadership Team (pupils)</p>	<p>Y1 Y2 Y3 throughout</p>	<p>Meeting minutes</p> <p>CPOMS records</p> <p>Pastoral and Safeguarding team interviews and case studies</p> <p>Female pupil voice survey results</p> <p>Male pupil voice survey results</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631</p>		<p>Ambassadors and Champions on the staff and pupil team feel confident in their role and how they can challenge violence against women and girls.</p> <p>Girls and boys feel confident to identify, speak out and challenge violence against women and girls and know who to go to for help.</p>	
<b>3. Changing Culture</b>							
<p>How will you ensure that all governors and staff do not engage in sexist, harassing or abusive behaviours?</p>	<p>Whistleblowing Policy in place</p> <p>Safeguarding Policy in place.</p> <p>Code of conduct policy in place.</p> <p>Peer on peer and sexual abuse policy in place.</p> <p>Staff feeling confident to approach SLT with concerns and know that this will be investigated and dealt with seriously.</p> <p>Range of relevant staff training (as listed above).</p>	<p>Y1 Y2 Y3</p>	<p>Whistleblowing Policy in place</p> <p>Safeguarding Policy in place.</p> <p>Code of conduct policy in place.</p> <p>Peer on peer and sexual abuse policy in place.</p> <p>Evidence all staff and Governors have read and signed the policies</p>	<p>Thrive Trust policy team</p> <p>SLT in school</p>		<p>All staff clear that all staff and Governors do not engage in sexist, harassing or abusive behaviours and if they do they are clear on reporting procedures and understand that these allegations will be fully investigated and taken seriously.</p>	
<p>Demonstrate that you have developed a zero tolerance approach to sexist,</p>	<p>incidents recorded on CPOMS under specific categories and reported termly to Governors. Parents informed.</p> <p>Whistleblowing Policy in place</p>	<p>Y1 Y2 Y3</p>	<p>CPOMS Records</p> <p>Whistleblowing Policy in place</p>	<p>Thrive Trust policy team</p> <p>SLT in school</p>		<p>All staff clear that all staff and Governors do not engage in sexist, harassing or abusive behaviours and if they do they are clear on reporting procedures and understand that</p>	

<p>harassing or abusive behaviours from anyone associated with the school.</p>	<p>Safeguarding Policy in place.</p> <p>Code of conduct policy in place.</p> <p>Peer on peer and sexual abuse policy in place.</p> <p>Staff feeling confident to approach SLT with concerns and know that this will be investigated and dealt with seriously.</p> <p>Range of relevant staff training (as listed above).</p>		<p>Safeguarding Policy in place.</p> <p>Code of conduct policy in place.</p> <p>Peer on peer and sexual abuse policy in place.</p> <p>Evidence all staff and Governors have read and signed the policies</p>			<p>these allegations will be fully investigated and taken seriously.</p>	
<p>Demonstrate that you have developed a clear system for identifying, assessing and reporting incidents of sexism, harassment, abuse, sexual assault or violence.</p>	<p>Incidents recorded on CPOMS under specific categories and reported termly to Governors. Parents informed.</p> <p>Whistleblowing Policy in place</p> <p>Safeguarding Policy in place.</p> <p>Code of conduct policy in place.</p> <p>Peer on peer and sexual abuse policy in place.</p> <p>Staff feeling confident to approach SLT with concerns and know that this will be investigated and dealt with seriously.</p> <p>Range of relevant staff training (as listed above).</p>	<p>Y1 Y2 Y3</p>	<p>CPOMS records</p> <p>Whistleblowing Policy in place</p> <p>Safeguarding Policy in place.</p> <p>Code of conduct policy in place.</p> <p>Peer on peer and sexual abuse policy in place.</p> <p>Evidence all staff and Governors have read and signed the policies</p>	<p>Thrive Trust policy team</p> <p>SLT in school</p>		<p>All staff clear that all staff and Governors do not engage in sexist, harassing or abusive behaviours and if they do they are clear on reporting procedures and understand that these allegations will be fully investigated and taken seriously.</p>	
<p>How will you ensure that materials and resources do not use abusive or sexist wording or imagery?</p>	<p>All resources and materials are devised by teams through collaborative planning and internally moderated to ensure no abusive or sexist wording is used.</p> <p>Robust online filtering system to filter content that includes sexist and abusive wording and imagery.</p> <p>ESafety is included in the computing curriculum to ensure pupils are aware of how to stay safe online.</p>	<p>Y1 Y2 Y3</p>	<p>Evidence of materials being used in classrooms containing no sexist or abusive wording or imagery.</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631</p>		<p>Staff, pupils and parents are immersed in a culture at Chiltern Primary School that challenges stereotypes, celebrates individuality and ensures no abusive or sexist content is used in any format.</p>	



	<p>Parents are aware of how to keep their children safe online. ESafety section on the school website.</p> <p>Summer 23- Online Safety training</p> <p>Autumn 23- Raising awareness of LGBT training</p> <p>Esafety parent workshops termly</p>					
<p>Ensure that the PSHE curriculum introduces White Ribbon UK and includes age-appropriate lessons on the following:</p> <ul style="list-style-type: none"> <li>• What is gender-based violence</li> <li>• Healthy Relationships</li> <li>• Consent</li> <li>• Where to get advice and help</li> </ul>	<p>Each class to have an assembly to acknowledge/launch the event/sharing the white ribbon promise</p> <p>Each class to sign up to the white ribbon promise.</p> <p>Expect Respect – classroom resources - <u>Expect Respect - Women's Aid</u></p> <p>White Ribbon Materials promoted in class - <u>White Ribbon Day 2021 — White Ribbon UK</u></p> <p>Making your own White Ribbon display in classes- white ribbon on doors using real ribbon.</p> <p>Making the White Ribbon pledge, making your own school pledge and display on class doors with the ribbon.</p> <p>Through Jigsaw PSHE age appropriate lessons weekly lessons focus on healthy/ unhealthy relationships/bullying and peer on peer abuse</p> <p>Wear something white as part of a non-uniform day on annual White ribbon day.</p> <p>White Ribbon biscuit sale using funds to support local domestic abuse charity- children make and sell.</p> <p>#Pictures shared on social media - be active on social media and spread the word using #WhiteRibbon #AllMenCan #MakeThePromise Hear student voices termly (surveys) regarding sexual abuse/harassment/domestic abuse</p> <p>Working with our Junior Leadership Team members to come up with own ideas or joint working on the above suggestions</p>	<p>Y1 Y2 Y3</p>	<p>White ribbons on classroom doors with our white ribbon promise Kind hands, kind feet, kind words to all. We are a no violence school. We respect each other.</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631</p>		<p>Through a comprehensive PSHE curriculum taught from F1-Y6 (3-11 years old) we introduce White Ribbon UK. Pupils understand gender based violence, healthy relationships, consent, and where to access support at an age-appropriate level.</p>

4. Raising Awareness							
Demonstrate that you have developed a comprehensive communications plan for governors, staff, students and parents, that identifies engaging with men and boys against violence against women and girls as a key goal.	<p>A comprehensive 3 year action plan to gain white ribbon accreditation shared with Governors, staff and pupils via the Junior Leadership Team.</p> <p>Chair of Governor in the steering group is a White Ribbon champion.</p> <p>Possible parent to join the steering group?</p>	Y1 Y2 Y3	Action Plan	CB (AHT & DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631		Governors, staff, pupils are well informed about white ribbon UK.	
Ensure information about where people experiencing violence and abuse can get help and advice is clearly displayed.	<p>We have all resources from Hull DAP electronically in the top 10 languages to share with parents at parent events.</p> <p>Termly parents events to raise awareness and provide support, a safe place for parents.</p> <p>White Ribbon section on the school website</p>	Y1 Y2 Y3	Website  Parent events	CB (AHT & DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631  Pastoral team		<p>Staff, parents, pupils experiencing violence are fully aware of where to get help and advice.</p> <p>Chiltern Primary School is a safe place for parents to disclose and access the help and advice they need.</p>	
Display the commitment to WR and logo in a wide range of settings such as website, signage and promotional materials.	<p>White ribbon section on the school website</p> <p>White ribbons on all classroom doors and children sign up to the white ribbon promise of 'Kind hands, kind feet, kind words to all. We are a no violence school. We respect each other.'</p> <p>All staff wear white ribbons.</p> <p>White ribbon posters and resources handed out to parents at termly parent events.</p>	Y1 Y2 Y3	School website  Staff wearing white ribbons  Classroom doors  Parent events	CB (AHT & DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631		All staff, pupils, parents to be well aware of white ribbon UK and how to access help and advice.	
Encourage all staff to wear a White Ribbon all year round.	<p>White ribbons purchased for ALL staff and all encouraged to wear</p> <p>All staff to have a white ribbon on their classroom door with a white ribbon promise that the class have signed.</p>	Y1 Y2 Y3	Staff wearing white ribbons  Classroom doors	All staff  Encouraged by SLT team.		All staff to fully support White ribbon UK and it's ethos and values.	

<p>Display and utilise White Ribbon awareness raising materials all year round.</p>	<p>Termly White ribbon Parent event to promote materials</p> <p>Weekly parent event where White ribbon and Hull DAP resources are readily available</p> <p>White Ribbon section on the school website.</p>	<p>Y1 Y2 Y3</p>	<p>School website</p> <p>Resources available at weekly parent event</p> <p>White ribbon termly event</p>	<p>CB (AHT &amp; DSL) <a href="mailto:ballc@thrivetrust.uk">ballc@thrivetrust.uk</a> 01482 509631</p>		<p>All staff, pupils, parents to be well aware of white ribbon UK and Hull DAP and how to access help and advice.</p>
<p>How will you mark the following dates:</p> <p>November 25<sup>th</sup>: White Ribbon Day- the International Day to End Male Violence Against Women.</p> <p>November 25<sup>th</sup> – 10<sup>th</sup> December: the following 16 days of action.</p>	<p>Each class to have an assembly to acknowledge/launch the event/sharing the white ribbon promise</p> <p>Each class to sign up to the white ribbon promise.</p> <p>Expect Respect – classroom resources taught - <u>Expect Respect - Women's Aid</u></p> <p>White Ribbon Materials promoted in class - <u>White Ribbon Day 2021 — White Ribbon UK</u></p> <p>Making your own White Ribbon display in classes- white ribbon on doors using real ribbon.</p> <p>Making the White Ribbon Pledge making your own school pledge and display on class doors with the ribbon.</p> <p>Through Jigsaw PSHE age appropriate lessons weekly lessons focus on healthy/ unhealthy relationships/bullying and peer on peer abuse</p> <p>Wear something white as part of a non-uniform day on annual White ribbon day.</p> <p>White Ribbon biscuit sale using funds to support local domestic abuse charity- children make and sell.</p> <p>#Pictures shared on social media - be active on social media and spread the word using #WhiteRibbon #AllMenCan #MakeThePromise</p> <p>Hear student voices termly (surveys) regarding sexual abuse/harassment/domestic abuse</p>	<p>Y1 Y2 Y3</p>	<p>White ribbons on classroom doors with our white ribbon promise</p> <p>Kind hands, kind feet, kind words to all. We are a no violence school. We respect each other.</p>	<p>All staff responsible, CB to coordinate as SLT ensuring meeting time scales and offer advice and support for delivery and implementation.</p>		<p>Through a comprehensive, embedded PSHE curriculum taught from F1-Y6 (3-11 years old) we introduce White Ribbon UK. Pupils understand gender based violence, healthy relationships, consent, and where to access support at an age-appropriate level.</p>

	Working with our Junior Leadership Team members to come up with own ideas or joint working on the above suggestions						
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