



# INFO PACK

Everything you need to know about White  
Ribbon Accreditation



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# A NATIONALLY RECOGNISED PROGRAMME

White Ribbon Accreditation is a nationally recognised programme to end violence against women and girls in the workplace, providing organisations with a framework to achieve transformational change in their staff culture, systems and communities.

## White Ribbon Accreditation is suitable for:

- ✓ Organisations wanting to show their commitment to ending violence against women.
- ✓ Any size organisation, at any starting point in addressing harmful systems, behaviours, and attitudes.
- ✓ Organisations looking for a change model that is enabling and positive.
- ✓ Organisations looking to align with expert leads to achieve and uphold a positive workplace culture.



# THE VALUE OF ACCREDITATION

You will join a community of hundreds of organisations across England and Wales who have made a commitment to stopping violence before it starts under the global symbol for ending violence against women and girls: the white ribbon.

Not only will this support your organisation in meeting legislative duties -- such as the [Equality Act 2010](#) -- you will be taking an organisation-wide approach to create a positive and safe work culture, whilst upskilling your staff with the support of our expertise.

White Ribbon Accreditation provides an effective framework and roadmap for meaningful progress, and takes a strategic approach to addressing harmful behaviours and attitudes that can also lead to racism, homophobia, and other forms of discrimination.

Being White Ribbon Accredited means you will be part of a network of organisations covering 18 sectors, where partnerships can be formed, and good practice is shared.

## Why is White Ribbon Accreditation important for all workplaces?



1 in 4 women have experienced sexual harassment in the workplace



Around 60% of women who have experienced abuse missed at least 3 days of work a month



3 in 4 women have experienced harassment during work trips



More than 1/2 of women have changed their work trip plans because of safety concerns



Violence against women and girls is estimated to cost the UK economy £28 billion a year



We spend on average 1/3 of our lives at work

## ***AN INTERNATIONAL CONSULTANCY FIRM***

adopted a video about White Ribbon into their induction process for new staff and started lunch and learn sessions to upskill existing staff.

All staff have the White Ribbon logo in their email signatures to amplify their values as a company.



## ***A LOCAL AUTHORITY***

has all their front-line staff take part in White Ribbon training, to raise awareness of how to identify and respond to harmful behaviour.

They have a White Ribbon dedicated garden as a space of reflection for their local communities.

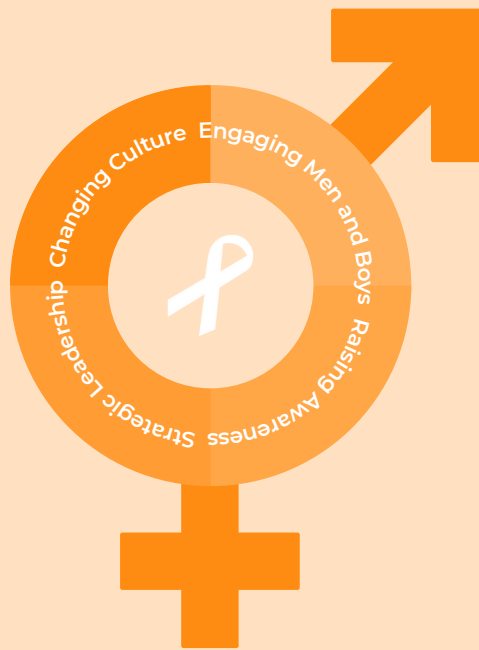


## ***A PRIMARY SCHOOL***

adopted White Ribbon messaging into their RSHE lessons, to empower young people to build gender equality.

All their male staff are White Ribbon Ambassadors and act as leaders for boys.





## THE ACTION PLAN

Organisations are provided with an Action Plan template to create a framework to build upon existing good practices and spot gaps in order to develop ambitious plans to support transformation.

Action Plans are based on four criteria areas:

**Strategic Leadership:** Making a firm organisational commitment, embedding gender equal practice into policies and procedures, establishing organisation wide training and development.

**Engaging Men and Boys:** Enabling staff, especially men, to act as leaders across an organisation; to challenge and change culture; understand allyship; and promote equality and respect.

**Changing Culture:** Embedding and nurturing attitudes to build a culture that is a positive and safe environment for women.

**Raising Awareness:** Developing organisational capability to identify what constitutes as violence, and advocate within the organisation, with partners and local communities, to end violence against women in our society.

# THE ACCREDITATION CYCLE

Once your White Ribbon Accreditation is granted, develop and submit your Action Plan to be reviewed *within the first 6 months*

Begin implementing the Action Plan

Complete a questionnaire reviewing your progress at the end of the year

# 1

Continue implementing Y2 objectives from your Action Plan

Complete a questionnaire reviewing your progress at the end of the year

# 2

Implement Y3 objectives from your Action Plan

Review your outcomes from the last 3 years

Renew Accreditation

Revise and develop Action Plan for the next 3 years building on learning and success

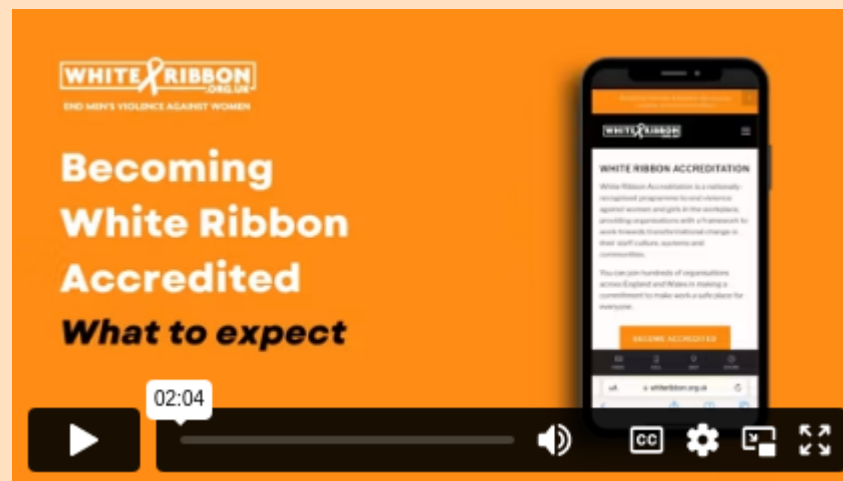
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White Ribbon Accreditation is designed so that organisations can have realistic targets and outcomes that are achievable and lead to lasting change.

Accreditation is reviewed annually and renewed every three years to build on existing work and set new aims to further your impact.

## HOW TO APPLY

- 1 Request an application pack via email with the subject: "Application pack request -- your organisation's name." [accreditation@whiteribbon.org.uk](mailto:accreditation@whiteribbon.org.uk)
- 2 Complete the Application and Administration form. *Make sure your key people register as White Ribbon Ambassadors and Champions.*
- 3 Submit your application for review.
- 4 If successful, receive your Welcome pack.



Double click to play video

# OUR FEES

We have two fee structures for private sector and public (and third) sector organisations. The tiers within each fee structure are based on your organisation's annual turnover or revenue budget.

Payment can be made in three separate annual payments or in one lump sum. By paying a lump sum you receive a 10% discount on your first year of White Ribbon Accreditation. You will also be protected from annual price rises.

Please be aware that 20% VAT will be applied to all fees.

## PRIVATE SECTOR

**£1,100 - £8,800**

### *Annual turnover*

- *Up to £250m:* £1,100 p/a
- *£250m to £500m:* £2,750 p/a
- *£500m to £1bn:* £5,500 p/a
- *Over £1bn:* £8,800 p/a

## PUBLIC SECTOR\*

**£330 - £3,520**

### *Budget revenue*

- *Up to £125m:* £330 p/a
- *£125m to £250m:* £660 p/a
- *£250m to £1bn:* £1,100 p/a
- *Over £1bn:* £3,520 p/a

*\*Includes charities and NGOs.*





# READY TO GET STARTED?

Request your Application pack today by contacting our team at [accreditation@whiteribbon.org.uk](mailto:accreditation@whiteribbon.org.uk).

White Ribbon UK is with you every step of the way to support your journey in joining a community of hundreds of organisations who have made their commitment to ending violence against women, and making workplaces environments where everyone is safe.

SUBSCRIBE AT

[WHITERIBBON.ORG.UK/NEWSLETTER](https://whiteribbon.org.uk/newsletter)