

White Ribbon Accreditation Update

Charlotte Marriott
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Borough Council of
King's Lynn &
West Norfolk



Background

Following several motions to Full Council, in December 2024 Cabinet agreed to commit the council to achieving White Ribbon Accreditation in support of the national campaign to end male violence against women and girls.

Full Council voted unanimously in favour of this decision.



Background

Officers began work quickly – completing work required to apply for accreditation.

Accreditation achieved in September 2025



We Spoke Up for White Ribbon Day

Thank you to everyone at King's Court, Alive and the Depot who took part in our White Ribbon Day fundraising on Tuesday 25 November. By participating in the dress down, buying a cake or badge or simply donating, on White Ribbon Day itself or the days after, we have raised an amazing total of £206.81 for Leeway Domestic Violence & Abuse Services.

This donation will make a big positive difference in providing lifesaving services for those in Norfolk who may need them, and without your help it wouldn't have been possible.

If you would like to get involved in the work of the White Ribbon Steering Group, please get in touch with [Charlotte Marriott](#).



The Borough Council of King's Lynn and West Norfolk

White Ribbon Accredited

September 2025 to September 2028

C. Lynne Elliot
Lynne Elliot
Chief Executive
White Ribbon UK



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West Norfolk



Next steps

Action plan development against the four pillars:

- Strategic leadership – policies, training, procurement/commissioning, housing etc.
- Engaging men & boys – engaging the male workforce and community
- Changing culture – zero tolerance approach, Sexual Entertainment Venue licensing policy, commissioning perpetrator programmes
- Raising awareness



Safeguarding Policy Review 2025

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Introduction

- The statutory inquiry into the death of Victoria Climbié highlighted the lack of priority status given to safeguarding
 - Children Act 2004 – S11 - places a duty on organisations to safeguard and promote the welfare of children
- Care Act 2014
 - S42 – safeguarding enquiries relating to adults at risk
- The council first adopted its Safeguarding Policy in 2017
- First significant refresh since 2019.



Reasons for Review

- Key staffing changes – statutory role
- Previous policy overly long (c.60 pages)
- Need for clarity and practicality identified
- Legislative updates since 2019:
 - Domestic Abuse Act 2021.
 - Working Together to Safeguard Children 2023.
 - Care and Support Statutory Guidance 2024.
 - Anticipated Crime and Policing Bill duties.



Key Changes and Improvements

- Streamlined Document:
 - Reduced from 60 to c.30 pages.
 - Inclusion of a key take-away sheet.
 - Improved readability and navigation.
- Three-Tier Training Model:
 - Tier 1: Mandatory e-learning (3-year refresh).
 - Tier 2: Face-to-face for frontline roles.
 - Tier 3: Annual CPD for specialists – based on staff need.
- Clearer Roles and Responsibilities:
 - Simplified reference tables.
 - Clearly defined safeguarding roles.

Note: Member training will also be included



Additional Focus Areas

- Domestic Abuse and Modern Slavery:
 - Explicit coverage and alignment with council and Norfolk-wide approaches.
- Self-Neglect, Hoarding, Emerging Risks:
 - Clearly defined duties.
 - Address emerging risks (e.g., cuckooing)
- Staff Welfare:
 - Clear support pathways (TRiM, Vivup counselling).
 - Reinforced commitment to staff wellbeing.
 - Clarity that the policy applies to staff who are experiencing abuse



Governance and Oversight

- Internal Safeguarding Group (ISG):
 - Quarterly monitoring and annual Section 11 audit.
 - Monitoring action plan.
- Improved Reporting:
 - Referral forms are online for consistency and auditability.
 - Regular oversight by senior leadership.



Implementation Plan

- E&C Panel
- Cabinet - 20 January
- Full Council - TBC
- Internal comms and launch of new policy
- Rollout of tiered training post-adoption, inline with new e-learning system
- Ongoing monitoring through quarterly ISG meetings.



Next Steps and Questions

- Final review and design work
- Policy publication and communications.
- Scheduled reviews to reflect legislative updates.
- Develop content of tiered training – including Elected Members
- Member Code of Conduct amendments will go to Full Council
- External facing document to be produced



Questions and feedback

