

Bristol Zero Tolerance Action Plan DRAFT

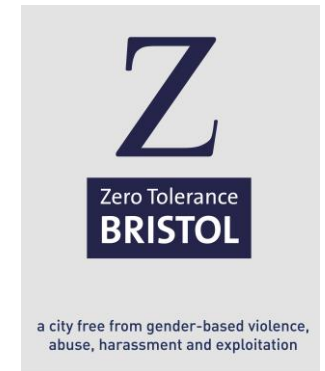
Name of organisation: United Communities

Date signed pledge: 23rd February 2017

Who signed pledge: David Bull, Head of Housing

Contact details: Laura Rogers, Housing Officer LauraR@unitedcommunities.org.uk

As an organisation who has signed the Bristol Zero Tolerance pledge you agree to take action in at least one of the key areas, where you can make the most difference:



Area to take action	Short-term (next 6 months)	Medium term (next 12 months)	Long-term (next 18 months)	Relevant departments, staff and contact details	Progress Red – critical needs attention Orange – in progress Green - complete
Training	Women’s Aid Domestic Abuse In The Workplace training, for managers and HR staff.(BZT “Its your business) Missed Opportunities DA training - Curo training for staff. Make BZT Signposting Guide widely available to staff and tenants- intranet- internet			HR Manager Managers and Senior Staff HR Manager Senior Housing Officer Events &Comm Officer	

	<p>United Communities Office Champion, for GBV issues within the workplace.</p> <p>Training for all staff on GBV issues- BZT “Its your business”</p>			Managers and Senior Staff	
Awareness raising	<p>Presentation in staff/ team briefings to introduce and explain the pledge</p> <p>Publish internal support available for staff</p> <p>Information on the Intranet for staff members</p> <p>Bristol Zero Tolerance Pledge (logo) on our website and email signatures</p>	<p>Include information about United Communities commitment to Bristol Zero Tolerance in the staff and contractors induction processes.</p>		<p>HR Manager Team Manager Senior Housing Officer</p> <p>HR Manager Events &Comm Officer</p> <p>Events and Comm Officer</p>	
Review of policies and procedures	<p>Review UC Domestic Abuse Policy</p> <p>Circulate to SMT/ Board for approval</p> <p>Circulate revised policy to all staff</p>		<p>Ensure GBV policies are regularly reviewed and updated</p>	<p>Housing Manager Senior Housing Officer</p>	
Initiatives		<p>Partnership working with local GBV services</p>		<p>Neighbourhoods & Communities Team Housing Team</p>	

Creation of safe spaces		Initiate a Safer Spaces Policy in workplaces Chill Out/ De Stress Zone.		HR Manager Wellbeing Group	
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Date of next review: August 2017