

Bristol Zero Tolerance Action Plan

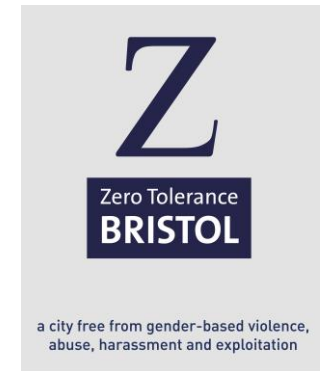
Name of organisation: One25

Date signed pledge: 18th November 2015

Who signed pledge: Gill Nowland, CEO

Contact details: gill@one25.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	<ul style="list-style-type: none"> One25's IDSVA completed all relevant training 	<ul style="list-style-type: none"> training for all staff and volunteers 	<ul style="list-style-type: none"> including GBV training in training offered to other agencies 	Moira Hutton – IDSVA moira@one25.org.uk	
Awareness raising	<ul style="list-style-type: none"> Ensure GBV is included in awareness raising activities with staff, volunteers and trustees 	<ul style="list-style-type: none"> Ensure GBV is included in awareness raising activities such as speaking engagements 	<ul style="list-style-type: none"> Ensure GBV is included in key messages when raising awareness with local / national media 	Amy Gill (Josie Forsyth from March 2016) Communications manager amy@one25.org.uk josie@one25.org.uk	
Review of policies and procedures	<ul style="list-style-type: none"> Develop a GBV policy 	<ul style="list-style-type: none"> Ensure GBV policy is highlighted to staff and volunteers 	<ul style="list-style-type: none"> Ensure GBV policies are regularly reviewed and updated 	Finance and Resources Manager Sophie@one25.org.uk CEO gill@one25.org.uk	

Initiatives	<ul style="list-style-type: none"> • <i>Work with local GBV services as part of volunteer/CSR programmes</i> 	<ul style="list-style-type: none"> • <i>Use One25 Green Light District Film to increase awareness and possibly campaign for change</i> 	<ul style="list-style-type: none"> • <i>Work with police to campaign for violence towards street sex workers to be recognised as hate crime</i> 	CEO gill@one25.org.uk	
Creation of safe spaces	<ul style="list-style-type: none"> • <i>Maintain One25's drop-in and outreach as safe spaces for service users</i> 	<ul style="list-style-type: none"> • <i>Review policies and procedures which ensure safety of workers in all situations</i> 	<ul style="list-style-type: none"> • <i>Review policies and procedures to ensure a safe and supportive space is offered for staff and volunteers supervision</i> 	Volunteer coordinator Caroline McAlsee Caroline@one25.org.uk Drop-in coordinator Jen@one25.org.uk Services Manager Tracey@one25.org.uk	

Date of next review: July 2016