

NOTTS500 ROUNDTABLE SERIES IMPACT REPORT



In collaboration with Juno
Women's Aid



ROSA
VOICES FROM THE FRONTLINE

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About NOTTS500

Notts500 is a Nottinghamshire-based campaign led by Juno Women's Aid, designed to engage men as active partners in the prevention of Violence Against Women and Girls. The campaign operates on the principle that meaningful and lasting change requires not only support for survivors, but also prevention of harm through cultural, behavioural, and systemic transformation.

The initiative works across Nottinghamshire, creating structured spaces for dialogue, reflection, and action. It brings together individuals from diverse sectors and communities to explore masculinity, responsibility, and allyship in relation to VAWG.

Within the wider VAWG prevention landscape, Notts500 functions as an upstream behavioural change programme. It complements statutory and support services by focusing on the attitudes, norms, and social conditions that allow harm to persist.



Register your interest



Our Team



Amani Darr

Ambassador

I joined the Notts500 campaign after finding out I was going to become a father for the first time. I wanted to understand how I could champion women organically, without being performative in my allyship, and learn how I could use my own position to make a genuine difference. Notts500 has given me the opportunity to turn that intention into action, and to play a small part within a community of men committed to creating meaningful change for women – not only within our own spheres, but across the region.



Jared Wells

Ambassador

I joined Notts500 because I am the father of a 19-year-old daughter, who is a survivor of VAWG. As a family, we have supported our daughter through many incidents of misogyny, both small and large scale, and from individuals and institutions, over many years. This is simply unacceptable in any society. And it has to stop. I have grown up and have luckily had many female friends. Many of these friends too, have endured and survived VAWG and abuse. I could no longer sit on the sidelines, so when I had the chance to join Notts500 and become an ally, I knew it was the right thing to do. Notts500 has given me the chance to feel safe among other male allies, who think and feel the way I do. It has allowed me to share openly what I have encountered with my family and friends, and to flip the script on what a 'man' and 'masculinity' should be.



Kevin Smith

Ambassador

As a father to both a son and a daughter, I support the work of the Notts500 campaign to educate and to influence the outlook of men across Notts. As an architect running a small practice in Nottingham, I believe the spaces we work and live in should be safe spaces, and that same belief extends to how we treat one another within them. Joining Notts500 is my way of putting that responsibility into action, talking openly with other men, challenging attitudes when I see them, and backing the vital work Juno does every day to support women and girls affected by abuse.

Our Team



Tom Snee

Ambassador

For me, joining Notts 500 as an ambassador was a small show of support for the amazing work done by Juno Women's Aid. We all have a responsibility to create a world where violence against women and girls is no longer the scourge it currently is and this movement is about taking people like myself from that feeling of "I want to do something" to having the tools to take positive action.



Callum Buntrock

Facilitator

Having spent time working in the domestic abuse sector and learning from the voices of researchers, practitioners and survivors, I've come to realise that creating a future free from violence against women and girls requires all of us to move beyond awareness and into action. Joining Notts500 is my commitment to ensuring those words don't stay on the page, but instead become part of a collective movement to change conversations, challenge harmful attitudes, and help shape a safer future for everyone



David Jayne

Facilitator

The Notts500 campaign, and its ethos of challenging men's violence, intimidation, and abuse towards women and girls, aligns with my own values and the way I strive to live my life. I recognise that both individually and collectively we are on a continuous journey of learning, reflection, and growth. Listening to and engaging with like-minded men of all ages has strengthened my commitment to tackling violence against women and girls and be an effective ally and advocate for change. I am committed to helping make allyship the instinctive response for men and boys when they witness misogyny, harassment, or abuse by encouraging more men to challenge harmful behaviours and attitudes.

Our Team



Jeff Buck

Facilitator

I joined Notts500 because I think men can and should do better in the way they relate to, and interact with, women and girls.

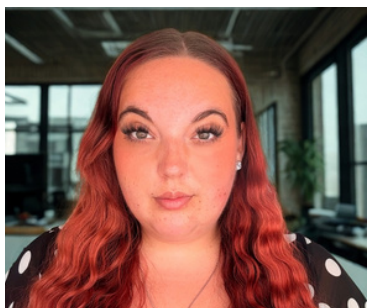
That 50% of the population often lives in fear of the other 50% can never be acceptable.



Tye Nosakhare

Facilitator

I have previously had the privilege of supporting the vital work that Juno does through supporting their campaigns in my capacity as a trade union official. However, the Notts500 campaign introduced a whole new dimension of tackling, challenging and eradicating violence against women and girls by promoting, encouraging and facilitating a safe space for men to meaningfully talk to men about the issue and what we can do to prevent it. It has been an amazing experience to listen and talk to other men honestly and openly and to try and work together to make things better. It has been both humbling and edifying and a must for those who want to be men without being a menace.



Tasarla Larner

Project Manager

I lead the development of Notts500 at Juno Women's Aid, working with partners, volunteers and communities across Nottinghamshire to engage men in preventing Violence Against Women and Girls.

I'm passionate about turning conversations into action and building a sustainable movement that empowers men to become active allies and create lasting cultural change.

Executive Summary

The Notts500 Roundtable Series (RT1–RT3) represents a progressive, multi-stage engagement programme bringing together men and male allies across Nottinghamshire to explore, challenge, and respond to the drivers of Violence Against Women and Girls (VAWG). Delivered in three iterative rounds of facilitated dialogue, the programme has been designed to move participants from awareness through to reflection, accountability, and early-stage behavioural change.

Across the three roundtable phases, the programme engaged a growing cohort of men, culminating in 23 participants in RT3, alongside a wider programme reach of 87 registered participants across the full initiative. Participants represented a broad cross-section of ages, professional backgrounds, and lived experience, including fathers, public sector professionals, educators, community workers, and volunteers.

Over the course of RT1 to RT3, a clear developmental arc emerged. Early sessions focused on awareness-building and shared understanding of VAWG as a societal issue. RT2 deepened reflection around personal responsibility, bystander behaviour, and cultural norms. RT3 demonstrated a shift toward action orientation, with participants articulating concrete pledges and commitments to intervene, challenge, and model positive behaviour in their own environments.

Key insights across the series highlight that misogyny is often subtle, systemic, and normalised within everyday language, workplaces, and social environments. A consistent concern was the growing influence of online misogynistic ecosystems and the absence of positive, visible male role models countering harmful narratives.

Executive Summary

The most significant outcome is the clear movement from passive concern to active responsibility. Participants increasingly recognised that silence reinforces harm, and that change requires consistent, often uncomfortable, intervention within peer groups, workplaces, and communities.

For Nottinghamshire, this programme demonstrates both the appetite for engagement among men and the urgent need for structured, sustained prevention infrastructure to convert intent into long-term systemic change.



Purpose of the Roundtable Series

The RT1–RT3 roundtable series was designed as a staged engagement journey. Rather than a single intervention, the programme was intentionally structured to allow participants to develop understanding over time, building depth through repeated exposure, reflection, and dialogue.

The primary purpose was to explore the role of men in both perpetuating and preventing VAWG, while creating structured opportunities to develop confidence in challenging harmful behaviour. The series aimed to shift participants from passive awareness of gender inequality toward active allyship and behavioural accountability.



Engaging men in this way is critical to VAWG prevention, as men are both key influencers within peer networks and central actors in shaping cultural norms. The roundtables sought to support participants in recognising this influence and developing the confidence to use it constructively.

Approach & Methodology

The roundtable series was delivered across three phases (RT1, RT2, RT3) through facilitated, structured group discussions. Each session built on the previous round, allowing themes to evolve organically while maintaining continuity of participation and learning.

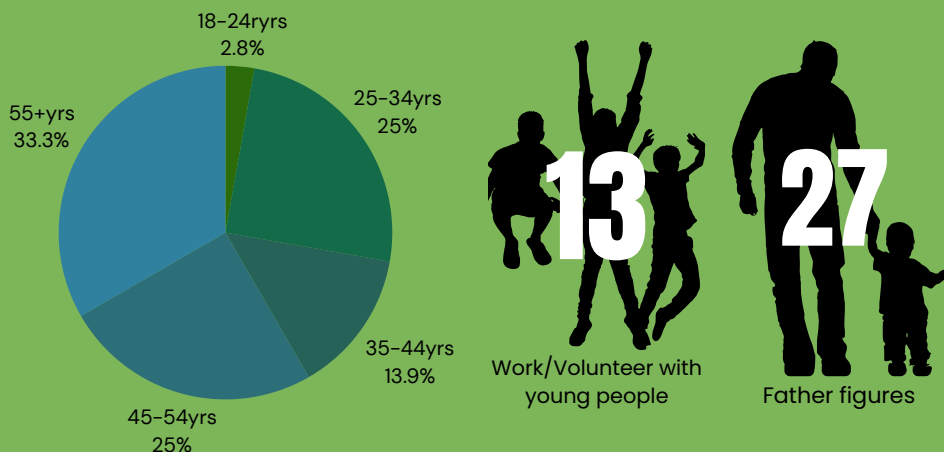
Participants were recruited through campaign networks, professional referrals, community outreach, and personal invitation. This approach ensured a mix of returning participants and new entrants across the series, enabling both continuity and expansion of perspective.

All sessions were facilitated in safe, confidential environments with clear expectations around respectful dialogue. Participants were informed that contributions would be anonymised in reporting outputs.

The findings presented are qualitative in nature and reflect the experiences and perspectives of engaged participants. They are not statistically representative of all men in Nottinghamshire but provide valuable insight into attitudes, barriers, and opportunities for behaviour change.



Participant overview



Across the RT1–RT3 series, 87 men registered engagement with the Notts500 programme, with participation varying across individual sessions. RT3 included 23 active participants supported by facilitators and wider community contributors.

Participants represented a broad age distribution across adult life stages, with significant representation from fathers and father figures. Occupational backgrounds included public sector roles, professional services, education, self-employment, and community-facing work.

A notable proportion of participants were already working in roles involving safeguarding, youth engagement, or community development, indicating strong alignment with prevention-oriented systems and influence networks.

Key Themes & Insights Across RT1-RT3

Across the three roundtable phases, participants consistently identified VAWG as a systemic issue embedded within everyday culture, language, and institutional structures

Early discussions in RT1 centred on awareness and recognition of harm, while RT2 introduced deeper reflection on personal responsibility and bystander behaviour. By RT3, participants were actively discussing intervention, accountability, and practical action.

A dominant cross-cutting theme was the normalisation of subtle misogyny in workplaces, public spaces, and informal environments. Participants described how assumptions about gender roles, leadership, and behaviour continue to reinforce inequality, often without overt recognition.

Another key theme was the influence of online environments, particularly the increasing reach of misogynistic content targeting young men and boys. Participants expressed concern about the absence of positive counter-narratives and the impact of these digital ecosystems on identity formation.

Confidence to challenge harmful behaviour emerged as both a barrier and an area of growth across the series. Participants consistently highlighted fear of confrontation, uncertainty about language, and concern about social consequences. However, repeated exposure to positive dialogue and peer discussion contributed to increasing willingness to intervene.

Role modelling and peer influence were repeatedly identified as critical mechanisms for change. Participants emphasised that behaviour is learned socially, and that men have a responsibility to model alternative norms within their own networks.

“Silence Is Not Neutral”

The cost of not speaking up

Across all three roundtables, a consistent truth emerged: silence is rarely passive. Participants described how harmful behaviours often continue not because they are supported, but because they are not challenged.

Many reflected on moments where they had witnessed misogyny, sexism, or controlling behaviour and did not intervene, often due to uncertainty, fear of saying the wrong thing, or concern about consequences. Over time, this silence was recognised as a contributing factor to harm becoming normalised.



There was a growing shift across sessions from awareness to accountability, with men beginning to reframe silence as a form of participation rather than neutrality.

“Better to say the wrong thing and interrupt it than stay silent and let it continue.”
(Participant)

“The Manosphere Effect”

Online influence is reshaping real-world behaviour

A dominant thread across RT2 and RT3 was the increasing influence of online spaces, particularly misogynistic content ecosystems often referred to as the “manosphere.”

Participants described concern that boys and young men are consuming unregulated content that normalises harmful attitudes towards women and girls. This influence is not abstract; it is being seen in classrooms, workplaces, sports environments, and social groups.



Importantly, participants highlighted that this is not only shaping boys’ behaviour but also distorting girls’ expectations and perceptions of men.

“

“Young boys are internalising what they see online—it starts to feel normal.”

(Participant)

”

“Where Harm Becomes Normal”

Everyday spaces where inequality is reinforced

Participants consistently identified “ordinary” environments where misogyny becomes embedded through repetition and culture, such as schools, workplaces, sports teams, and changing rooms.

In RT1 and RT3 particularly, accounts highlighted subtle sexism in professional environments and more overt harassment in informal or male-dominated spaces. What made these behaviours difficult to challenge was not only their prevalence, but their normalisation.



This theme highlighted that VAWG prevention is not limited to crisis intervention, it is shaped in everyday interactions and micro-behaviours.

“

“In football it is not subtle, it is frighteningly obvious.”

(Participant)

”

“The Fear of Getting It Wrong”

Confidence as a barrier to action

Across all three roundtables, a shared barrier emerged: fear. Not fear of disagreement, but fear of saying the wrong thing, escalating harm, or being socially labelled.

This fear often resulted in inaction, even when participants recognised harmful behaviour. However, over time, there was a clear shift toward reframing confidence not as perfection, but as practice.



Participants began to recognise that action does not require certainty, only willingness.

“We focus too much on saying the perfect thing instead of just interrupting what is happening.”
(Participant)

“Role Models Shape Reality”

Men influencing men, boys needing alternatives

A powerful and recurring insight was the importance of positive male role models. Participants expressed concern that in the absence of visible alternatives, boys are turning to online figures who promote harmful ideologies.

However, this was not framed as abstract societal critique. Many participants connected this directly to their own roles: as fathers, teachers, coaches, employers, and community members.



The responsibility to model respectful behaviour was increasingly seen as shared and immediate.

“The only thing that can put men right is other men.”
(Participant)

“From Awareness to Action”

A shift in responsibility and readiness

Across RT1 through RT3, there was a clear progression: from recognising VAWG as a societal issue, to acknowledging personal responsibility within it.

Participants increasingly moved beyond awareness into action-oriented thinking, what they could do in their workplaces, homes, schools, and social groups.



However, this shift was accompanied by a desire for structure: frameworks, language, and practical tools to support intervention.

“We can’t just understand it anymore —we have to do something with it.”
(Participant)

“Isolation vs Connection”

The need for safe spaces for men

A quieter but significant theme was the emotional landscape behind behaviour change. Participants described isolation among young men, reduced opportunities for open dialogue, and a lack of safe spaces to explore identity, masculinity, and behaviour.

Roundtables were repeatedly described as rare spaces where honest reflection felt possible. This experience itself became part of the learning.



There was a strong indication that connection, not instruction, is a key driver of sustained change.

“

“I’ve realised I’m
not on my own in
thinking this needs
to change.”

(Participant)

”

“Small Actions, Real Impact”

Everyday intervention as a catalyst for change

A consistent message across all sessions was that change does not require large-scale authority or institutional power. Instead, participants identified small, repeatable behaviours, challenging language, asking questions and redirecting conversations as meaningful interventions.

This reframed prevention as accessible and cumulative, rather than distant or abstract.



Participants increasingly saw themselves as active contributors to cultural change.

“It starts with one conversation, one challenge, one moment where you don’t stay silent.” (Participant)

What Men Say They Need to Be Effective Allies

Across all three roundtables, participants identified a consistent need for practical tools, language, and confidence-building opportunities to support intervention in real-world situations. Many expressed uncertainty about how to respond safely to misogynistic behaviour, particularly in group or public settings.

Participants highlighted the value of structured practice, scenario-based learning, and peer-led discussion formats that allow for rehearsal of difficult conversations. There was also a strong desire for ongoing engagement opportunities rather than isolated sessions.

A recurring insight was the importance of supportive environments where mistakes are seen as part of learning, and where accountability is balanced with psychological safety.



Recommendations & Actions



The findings from RT1–RT3 indicate a clear need for multi-layered intervention across education, employment, and community systems. Employers are encouraged to embed structured bystander intervention and allyship development within organisational learning frameworks.

Local authorities and public sector partners should prioritise sustained investment in early intervention programmes, particularly within schools, youth settings, and sports environments. These settings were consistently identified as critical points of cultural formation.

Community organisations and campaign partners are well positioned to develop peer-led networks that maintain engagement beyond formal sessions, supporting ongoing reflection and accountability.

Short-term actions should focus on building confidence and capability to intervene safely. Medium-term priorities should include embedding prevention approaches into institutional systems and workforce development frameworks.

Reflections & Learning

Participant feedback across the series highlighted the importance of structured, facilitated dialogue in enabling honest reflection.

The most impactful elements were those that centred on lived experience, peer discussion, and incremental learning over time.

Barriers identified included fear of confrontation, uncertainty around appropriate language, and concern about unintended consequences. These challenges reinforce the need for repeated practice and sustained engagement rather than one-off interventions.

A key learning from the programme is that attitudinal shift requires progression over time, supported by trust, repetition, and collective reinforcement.



Next Steps for Notts500

Insights from RT1–RT3 will inform the next phase of the Notts500 programme, with a focus on scaling engagement and deepening impact across key systems.

Future activity will prioritise the development of structured pathways for ongoing participation, expansion into schools and workplaces, and strengthening of community-based prevention networks.

There is also a clear opportunity to formalise partnerships across education, sport, and public sector organisations to embed behavioural prevention into existing institutional infrastructure.



Conclusion

The Notts500 Roundtable Series demonstrates a clear trajectory of change across three phases of engagement.

Participants moved from awareness of VAWG as a societal issue, through reflection on personal responsibility, to a growing commitment to action and accountability.

This progression highlights both the potential and the necessity of structured, sustained engagement with men as part of VAWG preventions.



However, intent alone is insufficient without continued support, infrastructure, and cultural reinforcement.

Preventing VAWG requires collective responsibility, sustained challenge to harmful norms, and the active participation of men as allies and agents of change within their everyday environments.

Notts500 remains committed to building this movement and supporting the conditions for long-term systemic transformation.

Acknowledgements



Notts500 is built on a simple belief: lasting change happens when people come together with a shared purpose. This report is a reflection of the many individuals and organisations who have contributed their time, expertise and passion to help grow this movement across Nottinghamshire.

First and foremost, thank you to every man who took part in our Notts500 Roundtables. Your openness, honesty and willingness to challenge yourselves and one another has shaped the findings, recommendations and future direction of this campaign. Thank you also to every man who has signed up to become part of the Notts500 movement. Your commitment demonstrates that preventing violence against women and girls is a responsibility we all share.

Our heartfelt thanks go to our incredible Juno Women's Aid volunteers, whose enthusiasm and dedication have supported every stage of the project, from coordinating events and welcoming participants to creating campaign content and helping share the movement with wider audiences.

Thank you to our roundtable facilitators for creating safe, respectful spaces where meaningful conversations could take place, and to our volunteer note-takers, whose careful documentation has ensured that participants' voices are authentically represented throughout this report.

Acknowledgements



We are grateful to our growing network of Notts500 Ambassadors, who continue to champion the campaign and inspire more men to get involved, and to our many partner organisations, whose encouragement, collaboration and promotion have helped extend the reach and impact of Notts500.

Our sincere thanks also go to Cleaver & Wake for generously hosting our roundtable events and providing an exceptional space for discussion, learning and collaboration.

This project has been made possible through the generous support of Rosa – the UK Fund for Women and Girls. Their investment in prevention and community-led change has enabled Notts500 to engage men across Nottinghamshire and lay the foundations for a sustainable movement to prevent violence against women and girls.

Finally, special thanks to Tasarla Lerner, Project Manager, whose vision, leadership and commitment has driven the development of Notts500 from concept to campaign. Her dedication to building partnerships, engaging communities and creating opportunities for men to become active allies has been instrumental in bringing this movement to life.

To everyone who has supported, championed and believed in Notts500, thank you. Together, we are creating a movement that will continue to grow, inspire action and help build a safer future for women and girls.

Growing the Notts500 Movement

A targeted investment in long-term cultural change to prevent Violence Against Women and Girls

Notts500 has demonstrated that meaningful behaviour change is possible when men are brought together in structured, facilitated spaces that move them from awareness to accountability.

Across three roundtables, participants progressed from recognising the scale of Violence Against Women and Girls, to understanding their own role in prevention, to making personal commitments to challenge harmful attitudes and behaviours within their own families, workplaces and communities.

The appetite to act is clear. The next challenge is ensuring that this momentum does not end with the programme itself. Notts500 was never intended to become a series of standalone events. It is the foundation of a growing movement, one that empowers men to become advocates, creates opportunities for local action, and builds the conditions for lasting cultural change across Nottinghamshire.

With sustained investment, Notts500 can evolve from a successful pilot into a sustainable county-wide movement, where leadership is increasingly shared by communities themselves.

What Investment Will Enable

Funding will allow Notts500 to transition from programme delivery to movement building through four interconnected priorities.

1 Growing a County-Wide Network of Notts500 Ambassadors

Participants have repeatedly told us they want to continue their journey, but need structure, confidence and support to do so.

Investment will enable the development of a Notts500 Ambassador Programme, equipping committed allies with the knowledge, skills and resources to lead conversations, champion positive masculinity and encourage other men to take action. Rather than relying solely on central delivery, ambassadors will become visible advocates for change within their own workplaces, organisations and communities.

2 Supporting Community-Led Conversations

Real cultural change happens where people already live, work and connect.

Funding will support the creation of smaller local Notts500 groups across Nottinghamshire, enabling men to host conversations within their own communities, workplaces, sports clubs, faith groups and social networks. These local groups will have the flexibility to respond to the needs of their communities while remaining connected through the wider Notts500 movement.

This approach creates ownership, strengthens local leadership and ensures that conversations continue long after individual events have ended.

What Investment Will Enable

3 Developing Practical Resources for Action

Participants consistently asked for practical tools to help them continue conversations and challenge harmful behaviours confidently.

Investment will enable the creation of high-quality resources including conversation guides, workplace toolkits, campaign materials, ambassador resources and community engagement assets that make it easier for men to translate good intentions into everyday action.

4 Building a Sustainable Movement

The long-term ambition is for Notts500 to become a recognised movement that is supported by Juno Women's Aid but increasingly driven by the men, organisations and communities who believe in its purpose.

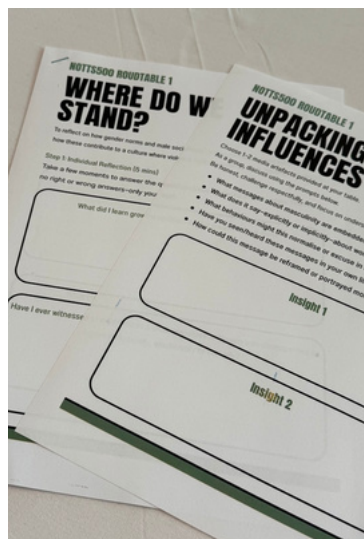
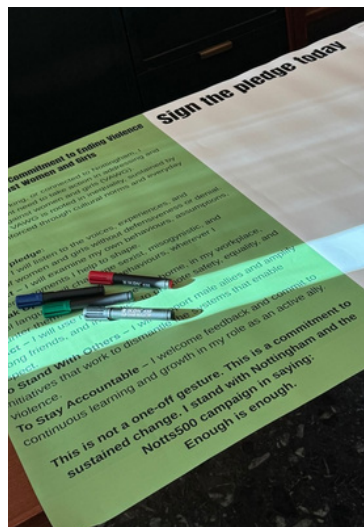
Funding will establish the infrastructure needed to coordinate ambassadors, connect local groups, share learning, evaluate impact and maintain momentum, ensuring that Notts500 continues to grow beyond any single funding programme or organisation.

What Success Looks Like

Investment will enable Notts500 to:

- Grow a county-wide network of trained Notts500 Ambassadors leading change within their own communities.
- Establish locally led discussion groups and action networks across Nottinghamshire.
- Support hundreds more men to move from awareness to action through peer-led engagement.
- Embed conversations about preventing VAWG within workplaces, schools, community organisations and voluntary groups.
- Produce practical resources that empower men to challenge harmful attitudes confidently and safely.
- Create a sustainable movement that continues to grow through local ownership rather than central delivery alone.

Most importantly, success will be measured not simply by attendance at events, but by the conversations that continue afterwards, the actions men take within their own spheres of influence, and the gradual shift in social norms that makes violence against women and girls less acceptable and less tolerated.



The evidence throughout this report is clear.

They recognise the influence they have as fathers, colleagues, coaches, friends, leaders and neighbours. They are asking for opportunities to learn, practise, connect and act.

[illegible]

An Invitation to Invest in Lasting Change

We are seeking partners who share our belief that preventing Violence Against Women and Girls requires long-term cultural change, not short-term interventions.

Your investment will help transform Notts500 from a successful pilot into a sustainable movement by supporting:

- The development of the Notts500 Ambassador Programme.
- The establishment of locally led community groups across Nottinghamshire.
- Resources and training that enable men to lead conversations and inspire others.
- Coordination, evaluation and learning to ensure the movement continues to grow and evolve.

This is an opportunity to invest not only in a programme, but in a community-owned movement that empowers men to become part of the solution.



An Invitation to Invest in Lasting Change

Preventing Violence Against Women and Girls requires more than awareness. It requires a growing movement of men who are prepared to listen, learn, challenge and lead.

Notts500 has shown what is possible when those conversations begin.

With the right investment, those conversations will no longer be confined to roundtables, they will take place in workplaces, sports clubs, cafés, schools, community centres and living rooms across Nottinghamshire.

That is how lasting cultural change happens.

One conversation becomes many. One ally inspires another. One community influences the next.

Together, we can build a movement that belongs to Nottinghamshire—and one that continues to grow for years to come.



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Get Involved Today





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