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# Women's Network

Board update

Jo Hopkins and Karen Fitzgibbon

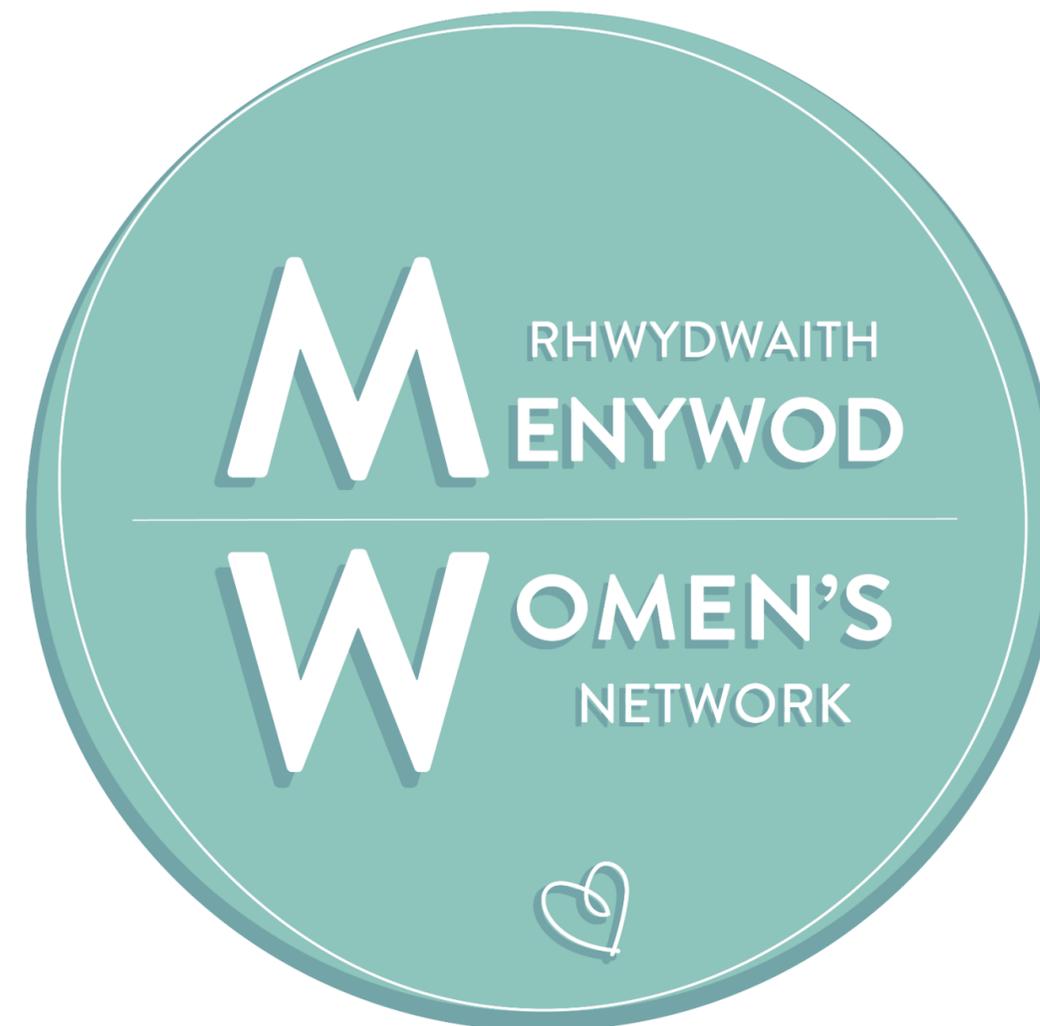
25/07/2024

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# Women's Network

July 2024

- About the Network
- Look back – 2023/24
- Looking forward – 2024/25
- What next?
- Board support



# WOMEN'S NETWORK

## WHAT WE DO...



01

### GENERAL INFORMATION

Chaired by Jo Hopkins and Karen Fitzgibbon, the Women's Network provides a forum for colleagues at Public Health Wales to share their experiences in a supportive and inclusive environment.



02

### INCLUSION

The Women's Network works closely with other staff diversity networks, seeking the views of our colleagues to help create an environment where everyone is welcome and free to be themselves, and to champion difficult topics that will affect our members.

05

### HOW TO JOIN

We meet monthly and we welcome all colleagues working for Public Health Wales. If you would like an informal chat about the benefits of joining the Network or to be put in touch with an existing member to discuss, please contact the co-Chairs.



03

### WELCOMES ALLIES

The Network welcomes the support of allies with a shared commitment to gender equality and the wider equality, diversity and inclusion agenda.



04

### WORKING GROUPS

The Women's Network has a number of working groups including Women's Health (covering topics such as period poverty and menopause) and Women's Safety.



# WOMEN'S NETWORK

## OUR WORKING GROUPS

The Women's Network has a number of working groups for colleagues at Public Health Wales. These four groups are utilised to share experiences and champion issues that will affect our members.



### 01 WOMEN'S HEALTH

The Women's Health working group provides a space for Women's Network members to discuss ideas to support the awareness of Women's Health and well-being, including period dignity, and menopause.

### 02 PERIOD DIGNITY/ POVERTY

The Little Red Box scheme, piloted in CQ2, has now had the go ahead to be installed in other locations across the organisation.



### 03 MENOPAUSE

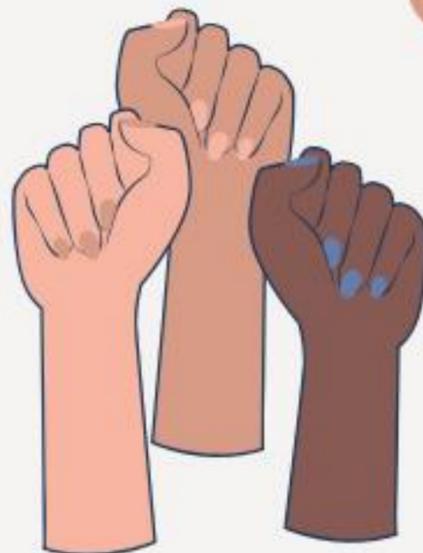
28% of our workforce are over 50 years of age. Our Menopause Working group offers Menopause Cafes, and most recently, a Menopause Awareness Day.



### 04 WOMEN'S SAFETY: ENDING VIOLENCE TOWARDS WOMEN

Members of the network have discussed campaigns to stop violence against women e.g. UNiTE by 2030 to End Violence against Women campaign.

There have also been discussions about women's safety during travel. This has involved members sharing video recorded journeys to work, with the aim to aid discussion and help visualise the dangers felt by many women during their travel time.



# Women's Network

## Look back – 2023/24

### March 2023

- International Women's Day – Barriers to Equity – Sexism and misogyny

### May 2023

- Women's Health Awareness Month – News story and awareness raising

### October 2023

- Menopause Awareness Day – Four nations event

### November 2023

- Event with BSI on Menstruation, Menstrual Health and Menopause
- Event to mark International Day for the Elimination of Violence against Women – Understanding Forced Marriage

### March 2024

- International Women's Day – Alys Carlton - Independent Chair of the Board of the Football Association of Wales



# Women's Network

## Looking forward – 2024/25

### April 2024

- Career development – Claire Birchall - Leadership Journey

### June 2024

- Everywoman Festival - Wellbeing sponsor – 10 passes

### September 2024

- Raise awareness of new Worker Protection Act
- Endometriosis awareness – Guest speaker

### October 2024

- Menopause Awareness Day – Intersectional event with Porffor, REACH and Enfys – Guest speaker

### November 2024

- Lead The Change - Bystander Intervention – Plan International
- Event to mark International Day for the Elimination of Violence against Women

### March 2025

- International Women's Day - Late diagnosis and neurodivergence in the workplace – Intersectional event with Porffor – Guest speaker



# Women's Network

## What next?

### Members want involvement in:

- women's health
- women's safety including tackling everyday sexism
- career and leadership development
- challenging stereotypes

### We want to:

- create a safe space
- make connections
- work with other networks and allies
- leverage our skills and experiences
- support and empower others
- provide development opportunities



# Women's Network

## Making a difference

These are the things we think could make a difference:

- Developing the Network
  - Increase the number of core contributors
  - Develop successors for co-Chairs
- Organisational support for women's development
  - Visible senior role models
  - Women's Mentoring Scheme
  - Career development/ leadership development for women leaders/ aspiring leaders
- Work on topics that matter most to our members
  - Clear organisational position on sexual safety in the workplace
  - Network support to address the Gender Pay Gap
  - Continued support for women's health issues



# Women's Network

## Board support

- Recommend or put us in touch with inspirational women in your networks – Mentorship and guest speakers
- Agree a small number of ring-fenced places for leadership development for women leaders
- Involve the Women's Network in discussions to agree approach to tackling the Gender Pay Gap (start with building understanding of what contributes to the gap)





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