



Women's Staff Network Current Awareness Bulletin

January – March 2023

News

British Medical Association, 7th March

[A joint pledge to end sexism in medicine](#)

Sign our pledge and commit with us to address the cultural and structural factors that cause sexism in order to improve working conditions for medical students and doctors.

Department for Work and Pensions, 6th March

[Government appoints first Menopause Employment Champion to improve workplace support](#)

Employers are being encouraged to better support women experiencing the menopause as the Government today appointed England's first ever Menopause Employment Champion.

Personnel Today, 3rd March

['Nothing left in the tank': the special pressures on female leaders](#), 3rd March

The resignation of two national leaders, both women, has cast light on the risk of burnout. What lessons are there for female leaders in the resignations of Jacinda Ardern and Nicola Sturgeon, asks Byrne Dean chief executive Victoria Lewis.

[Menopause leave rejected, but what's the alternative?](#), 27th February

The UK government may have turned down the idea of 'menopause leave', but menopause should not be ignored by employers. Emma Thomson looks at some alternatives employers can voluntarily put in place.

Guidelines, Policies and Reports

CIPD

[Gender pay gap reporting guide](#)

Guidance to help employers comply with reporting requirements and address gender pay gaps.



House of Lords Library

[International Women's Day 2023: Have gender gaps narrowed?](#)

In its latest global gender gap report, published in July 2022, the World Economic Forum found that the global gender gap had slightly narrowed between 2021 and 2022. Despite this, it contended that the Covid-19 pandemic had caused a “generational loss” in closing the gap. This article details the findings of the report and some of the actions taken by the government to try to support the education of women and girls in the UK and worldwide.

Institute for Fiscal Studies

[Progression of parents in NHS medical and nursing careers](#)

This report examines how the length of parental leave and rates of progression after having children vary by specialty, gender and other staff characteristics among doctors, dentists, nurses and midwives in the English NHS.

Nuffield Trust

[Future proof: the impact of parental and caring responsibilities on surgical careers](#)

Support for working parents is vital for ensuring staff currently employed by the NHS achieve work–life balance, particularly amidst a workforce crisis driven by poor retention as well as recruitment. The Royal College of Surgeons of England commissioned the Nuffield Trust to explore the impact of parental and caring responsibilities on surgical careers in order to understand the issues within that profession.

Published research

So you think you are an ally? Effects of (in)congruence between men's self-perceptions and women's perceptions of men's values and allyship on women's inclusion and vitality

Journal of Occupational and Organizational Psychology, March 2023, 96(1), p. 119-143

Simply, when women perceived men as higher (or the same) in justice, moral courage and civility than men reported themselves, it positively predicted women's outcomes. This suggests that humble self-presentation by men on characteristics that are parallel to allyship (but not allyship) may be ideal. Yet, both under- and overestimation by men on allyship itself predicted poorer outcomes for women, suggesting that the ideal is for men to have an accurate assessment of their own strengths and weaknesses as an ally.

If you would like a copy of this article email: nhslinclslibrary.request@ulh.nhs.uk



**Her stories: ending sexual exploitation, abuse and harassment (SEAH) of women health workers
British Journal of Healthcare Assistants, February 2023, 17(1), p. 20-25**

Women, as 70% of health workers globally (Boniol et al, 2019), were widely applauded for the exceptional contribution they made to health service delivery and saving lives during the pandemic. Yet behind the apparent respect paid to the women who deliver health services to around 5 billion people globally, is a dark story that often remains untold—significant numbers of women health workers experience violence and harassment in the course of their work.

If you would like a copy of this article email: nhslinclslibrary.request@ulh.nhs.uk

Mind the gap! Stereotype exposure discourages women from expressing the anger they feel about gender inequality

Emotion, February 2023, 23(1), p. 124-137

This work demonstrates that stereotype information introduces strategic concerns that women must take into account when deciding whether to express anger about gender inequality. Additionally, this work highlights that the notion that anger confirms a stereotype can be as powerful in discouraging anger expressions as the idea (identified in previous work) that anger may disconfirm stereotypes.

If you would like a copy of this article email: nhslinclslibrary.request@ulh.nhs.uk

Addressing workplace gender inequality: Using the evidence to avoid common pitfalls

The British Journal of Social Psychology, January 2023

In this Landmark article I outline four common missteps that are made when designing and implementing workplace gender equality initiatives: (1) when we don't go beyond describing the numbers; (2) when we try to 'fix' women rather than fix systems; (3) when we are overly optimistic about the progress we have made; and (4) when we fail to recognise the intersectionality of the experiences that women face.

Click here for full access: [British Journal of Social Psychology](#)

Blogs / Commentary / Editorials / Opinion Pieces

BMJ

[Improving flexible working in the NHS](#)

Employers often fail to provide sufficient information to people about flexible working in terms of what they can request and what they might be entitled to, she added. "People feel that if they ask for something like an amended working pattern during pregnancy, for example, they will be perceived as weak [and] unable to do their job," she said.

[International Women's Day – and how institutions and individuals can reduce sexism in healthcare](#)

On International Women's Day, let's pause and consider whether there's a link between the burden that a medical career places on women and the imminent strikes by doctors in training. Does the traditional medical training model expect too much relentless, self-sacrificial overwork?



Events

The King's Fund

[Putting a spotlight on women's health](#)

There are many missed opportunities for health services to improve the health and wellbeing of all women. Register your interest for our event, to discuss women's health inequalities and explore practical solutions.

[Tuesday 19th September, London, Paid event]

Library Services

Would you like to keep up to date with the latest evidence on topics of your choice? Sign up for a current awareness alert: <https://www.nhslincslibrary.uk/knowledgeshare-request/>

Can't find the information you need? We can do literature searches for you:

<https://www.nhslincslibrary.uk/search-request/>

We can provide training on how to search healthcare databases and resources as well as showing you how to appraise the information that you find: <https://www.nhslincslibrary.uk/training/>

Online Resources

BMJ Best Practice is a clinical decision support tool that provides step-by-step guidance on diagnosis, prognosis, treatment and prevention of a wide variety of conditions: <https://bestpractice.bmj.com/oafed>

ClinicalKey is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>