



Women's Staff Network Current Awareness Bulletin

October - December 2022

News

[Hospital introduces disposable head coverings for theatre staff](#)

Medway NHS FT, December 2022

Thanks to this new initiative, head coverings are now routinely available at Medway Maritime Hospital in a disposable format, adding to the standard operating theatres hat. The new style of head covering meets the strict uniform requirements for operating theatre staff, who must wear sterile and disposable clothing such as scrubs, surgical gloves and gowns to reduce the risk of patients contacting an infection.

[The NHS can lead the way for staff receiving fertility treatment](#)

BMJ, December 2022

Society and the National Health Service have been failing patients requiring fertility treatment. I know this all too well as both a doctor and patient with infertility. These failures manifest in unfair access to treatment and misinformed attitudes, which see people refuse to accept infertility as a treatable disease.

[First 'menopause passport' launched at NHS Trust which employs over 18,000 women](#)

University Hospitals Birmingham, November 2022

The Trust has introduced its menopause passport to help staff feel comfortable and supported as they approach and experience the menopause.

Guidelines, Policies and Reports

All-Party Parliamentary Group on Menopause

[Inquiry to assess the impacts of menopause and the case for policy reform](#)

Our aim was to assess the level of understanding around menopause amongst policymakers, employers, the medical profession and the wider public, and in particular consider how the Government can drive policy change to improve the experience of women and others going through the menopause in the UK.

NHS Employers

[Menopause and the workplace](#)

Information on how menopause can affect people at work and practical guidance for employers on how to improve workplace environments for them.



NHS England

[Supporting our NHS people through menopause: guidance for line managers and colleagues](#)

This guidance helps NHS organisations, line managers, and those working in the NHS understand more about the menopause, how they can support colleagues at work and those experiencing menopause symptoms.

Evidence collections

National Institute for Health and Care Research

[Women's Health: Why do women feel unheard?](#)

The recent [Women's Health Strategy for England](#) reported that more than 4 in 5 (84%) women responding to their survey had at times felt that their healthcare professionals were not listening to them. The finding was echoed by [recent focus groups](#). We need to understand why this happens. Why don't women feel listened to? What can be done to improve their conversations with healthcare professionals?

Published research

No reason to leave: The effects of CEO diversity-valuing behavior on psychological safety and turnover for female executives.

Journal of Applied Psychology, December 2022

Our findings show that CEO diversity-valuing behavior is associated with psychological safety for female executives and that psychological safety, in turn, mediates the effect on female executive turnover. We do not find these effects in men.

To obtain a copy of this article go to: [journal article request](#)

(Mitigating) the self-fulfillment of gender stereotypes in teams: The interplay of competence attributions, behavioral dominance, individual performance, and diversity beliefs

The Journal of Applied Psychology, November 2022

Our study thus shows that the self-fulfilling tendencies of gender stereotypes in teams can be mitigated by instituting pro-diversity beliefs.

To obtain a copy of this article go to: [journal article request](#)

Representation of Women in Internal Medicine Specialties in North America, the United Kingdom, and Australasia: Cardiology's Outlier Status and the Importance of Diversity

American Journal of Cardiology, November 2022

In conclusion, this study is the largest international study of women in internal medicine specialties. It found that cardiology, gastroenterology, and respiratory/critical care specialties have the most substantial underrepresentation of women. These data are a global call to action to establish more successful strategies to provide a diverse and representative cardiology workforce.

To obtain a copy of this article go to: [journal article request](#)



Women in trauma and orthopaedics: are we losing them at the first hurdle?

Annals of the Royal College of Surgeons in England, October 2022

T&O remains an unpopular career choice among women. To enhance recruitment of women in T&O, future strategies should be directed toward medical students. Universities, orthopaedic departments and societies must work collaboratively to embed culture change, improve the delivery of the undergraduate curriculum, and facilitate students' exposure to operating theatres and female role models.

To obtain a copy of this article go to: [journal article request](#)

Domestic abuse and mental health: the amplified risks created during the pandemic.

BJPsych Advances, September 2022, 28(5), p. 316-327

This article focuses on how COVID-19 and its anticipated aftermath exacerbate the risk factors for domestic abuse in the general population and discusses clinical implications for mental health practitioners in the UK. It aims to provide a point of learning based on previous disease outbreaks and recessions, with a focus on specific factors, such as unemployment and alcohol misuse, and how these contribute to increasing incidence and severity of abuse and how to mitigate these for patients, 1 in 3 of whom are estimated to have already experienced abuse before the COVID-19 pandemic.

To obtain a copy of this article go to: [journal article request](#)

"Why bother?": barriers to reporting gender and sexual harassment in emergency medicine.

Academic Emergency Medicine, September 2022, 29(9), p. 1067-1077.

Significant barriers to reporting exist and deter individuals from reporting. Given the negative consequences of ongoing gender and sexual harassment, emergency departments and institutions must take responsibility to reduce barriers and support individuals throughout the reporting process.

To obtain a copy of this article go to: [journal article request](#)

Blogs / Commentary / Editorials / Opinion Pieces

BMJ

[What should I do if I witness a colleague sexually harassing another member of staff?](#)

Ingrid Torjesen finds out how to support a colleague who is the target of sexual banter or unwanted advances.

NHS Employers

[Adoption, kinship and child care – how can we better support our workforce?](#)

Alice Sorby of the NHS Staff Councils' Equality, Diversity and Inclusion Group highlights some of the challenges.

[Tackling the menopause taboo in the workplace](#)

Read how Velindre University NHS Trust, Wales is engaging with the workforce to become a menopause aware and supportive employer



Library and Knowledge Services

Nursing Standard

[Women in nursing find PPE is still not fit for purpose](#)

Gloves, gowns and masks are too big or ill-fitting, survey finds, and do not take into account the cultural diversity of staff.

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.nhslinclslibrary.uk/knowledgeshare-request/>

Can't find the information you need? We can do literature searches for you:
<https://www.nhslinclslibrary.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.nhslinclslibrary.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/>