



Women's Staff Network Bulletin

April - May 2023

The aim of this current awareness bulletin is to provide a digest of recent guidelines, reports, research and best practice.

Gender Pay Gap reports across NHS Lincolnshire

- [Lincolnshire Community Health Services NHS Trust](#)
- [Lincolnshire Partnership NHS Foundation Trust](#)
- [United Lincolnshire Hospitals NHS Trust](#)

For more information on Lincolnshire's population demographics see the latest [Greater Lincolnshire Census 2021 Summaries](#) prepared by the Lincolnshire County Council Public Health Intelligence Team.

Against Violence & Abuse (AVA)

[Staying Mum: A review of the literature on domestic abuse, mothering and child removal](#)

[Literature review] This project focused on women facing multiple disadvantage and their experiences of child removal.

Chartered Institute of Personnel and Development

[Fertility challenges, investigations and treatment: guide to offering workplace support](#)

[Guidance] Building on our research findings, this guide will help people professionals develop effective support for employees experiencing fertility challenges, investigations or treatment.

[Workplace support for employees experiencing fertility challenges, investigations or treatment](#)

[Report] This report is based on the findings of two surveys, looking at both employer provision and employees' experiences at work.

The Conversation

[Endometriosis: black women continue to receive poorer care for the condition](#)

[Article] Sufferers of the condition wait between eight to 12 years on average for a diagnosis. Yet for black women, this picture is even worse – with research showing they're 50% less likely to be diagnosed with endometriosis compared to white women.



HealthWatch

[Our position on women's health](#)

[Position statement] Take a look at our work on women's health concerns, and what we're calling for to improve and tackle health inequalities.

Nuffield Trust

[The gender divide in reasons for economic inactivity](#)

[Chart of the week] There has been a recent increase in the numbers of people who say they are economically inactive (that is, not in work for various reasons), with rises in long-term sickness a particular challenge for health services. As this chart shows, however, there were some notable differences between men and women in the reasons they gave for being inactive.

UK Parliament: Women and Equalities Committee

[Black maternal health](#)

[Report] The Women and Equalities Committee has called on the Government to set a definitive target to eliminate "appalling" disparities in maternal deaths. Black women are almost four times more likely to die from childbirth than white women. Significant disparities also exist for women of Asian and mixed ethnicity. Maternal death rates in deprived areas are on the rise, with women in the most deprived areas 2.5 times more likely to die than those in the least deprived areas.

Recently published research

Barriers to breast and cervical cancer screening uptake among Black, Asian, and Minority Ethnic women in the United Kingdom: evidence from a mixed-methods systematic review

BMC Health Services Research, April 2023

This study concluded that barriers in socio-demographic characteristics, health service delivery, cultural, religious and language, the gap in knowledge & awareness, and emotional, sexual & family support were identified as non-uptake women in the United Kingdom. Reducing or eliminating these barriers would improve the benefits of timely breast and cervical cancer screening in the United Kingdom.

Click here for full access: [BMC Health Services Research](#)

Emergency physician gender is associated with early pregnancy loss management: a multisite retrospective cohort study.

Emergency Medicine Journal, April 2023, 40(4), pp. 242-247

Patients seen by female emergency physicians had higher rates of obstetrical consultation and initial operative management compared with those seen by male emergency physicians, but outcomes were similar. Additional research is required to determine why these gender differences exist and how these discrepancies may impact the care of early pregnancy loss patients.

Click here for full access: [Emergency Medicine Journal](#)



Pregnancy loss: A qualitative exploration of an experience stigmatized in the workplace

Journal of Vocational Behavior, April 2023, 142

Pregnancy loss is often stigmatized and is considered to be a taboo topic in the workplace, causing employees to suffer in silence. Yet, pregnancy loss is unequivocally a workplace issue – it can occur at work and influence work outcomes, such as performance, job attitudes, and employee wellbeing. Themes related to the pre-loss experience (pregnancy experiences), loss experience (healthcare; physical health; psychological health; partner's experiences; loss disclosure; memorialization), short-term post-loss experience (work leave; workplace support; stigma), and long-term post-loss experience (return-to-work; shifts in perspective and identity).

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Experiences of Organizational Practices That Advance Women in Health Care Leadership

JAMA Network Open, March 2023, 6(3), pp. e233532

Women are underrepresented in health care leadership positions. Organizational practices and culture play a key role in mitigating this disparity. In light of persisting inequity in health care leadership, women's experiences were captured in this qualitative study to identify organizational practices that support their advancement. Insights into factors that influence efficacy of these practices, including building a supportive culture and mentoring, are discussed.

Click here for full access: [JAMA Network Open](#)

Women's experiences of heavy menstrual bleeding and medical treatment: a qualitative study in primary care

British Journal of General Practice, March 2023, 73(729), pp. 294-30

Heavy menstrual bleeding (HMB) is common and can affect women's lives. Evidence on women's experiences and their treatment of this problem after seeking primary care is lacking. Experiences of medical treatments varies. Clinicians should be aware of the considerable challenges faced by women with HMB; widely differing experiences of, and influences on their treatment; and the value of patient-centred communication in this context

Click here for full access: [British Journal of General Practice](#)

A cross-industry comparison of how women leaders experience gender bias

Personnel Review, February 2023, 52(1), pp. 145-165

This paper compares how women leaders in four US industries—higher education, faith-based non-profits, healthcare and law—experience 15 aspects of gender bias. Results suggest that, while gender bias is prevalent in all four industries, differences exist. This research contributes to human resource management (HRM) literature by advancing understanding of how 15 different gender bias variables manifest differently for women leaders in various industry contexts and by providing HRM leaders with practical steps to create equitable organizational cultures.



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Footsteps I would like to follow? How gender quotas affect the acceptance of women leaders as role models and inspirations for leadership

European Journal of Social Psychology, November 2022, 53(1), pp. 129-146

This research examines how the method of selecting women leaders affects other women's leadership interest. The results of three experiments indicated that only when women leaders were selected due to merit, not quota-based policies, did they boost female participants' interest in a leadership position. These results suggest that a wise implementation of quota regulations includes validating women's competence so they are perceived as deserving of their leader roles and can thus serve as inspiring role models.

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

Organisations

Five X More

<https://www.fivexmore.com/>

Five X More is a grassroots organisation committed to changing Black women and birthing people's maternal health outcomes in the UK. It focuses on empowering Black women and birthing people to make informed choices and advocate for themselves throughout their pregnancies and after childbirth.

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/>