



# Women's Staff Network Bulletin

## October - November 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.

### Breaking the silence: addressing sexual misconduct in healthcare

This [report from the Working Party on Sexual Misconduct in Surgery](#) contains the results of a survey of the surgical workforce in the UK and Republic of Ireland and their experience of sexual misconduct by colleagues. The data showed that:

- nearly a third of women (29.9 per cent) had been sexually assaulted by a colleague,
- the majority of participants (89.5 per cent of women, 81 per cent of men) said they have witnessed some form of sexual misconduct by colleagues.

It calls for education at every stage for all, and through cultural change within accountable organisations. It also demands effective sanctions for perpetrators to ensure justice and to aid workforce retention.

You can read the original research from the British Journal of Surgery here: [Sexual harassment, sexual assault and rape by colleagues in the surgical workforce, and how women and men are living different realities: observational study using NHS population-derived weights.](#)

You might also be interested in the campaign group [Surviving in Scrubs](#) who share survivor stories of sexism, harassment, and sexual assault in the healthcare workforce and are campaigning to end this culture.

### Menstruation and support at work

[This report from the CIPD](#) explores employees' experiences of menstruation and menstrual health at work and details how employers can develop a supportive culture.

### NHS launches first-ever sexual safety charter to help protect staff

Signatories to [this charter](#) commit to taking and enforcing a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours within the workplace, and to ten core principles and actions to help achieve this. It is expected that signatories will implement all ten commitments by July 2024. As part of the major new action, every NHS trust and local health system in England will also have a domestic abuse and sexual violence lead to support patients and staff to report incidents and access support.



### **Why there's still work to be done to close the gender pay gap in the NHS and social care**

The latest figures on the gender pay gap in the UK show that it is reducing. [This blog from the King's Fund](#) explains how there is still work to be done to close the NHS gender pay gap and the gap across the wider health and social care sector.

### **Women's health hubs: information and guidance**

The [Women's Health Strategy for England](#) set out the government's 10-year ambitions for boosting the health and wellbeing of women and girls, and for improving how the health and care system listens to women. The strategy included a recommendation for the expansion of women's health hubs across the country to improve access to services and health outcomes. These [guidance documents provide information for integrated care systems and other local and national partners](#) to support the establishment of women's health hubs. The document include a core specification and a cost-benefit analysis.

### **Library Services**

- **Current awareness:** 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/>
- **Literature searching:** Can't find the information you need? We can do literature searches for you: <https://www.nhslincslibrary.uk/search-request/>
- **Information skills training:** 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>
- **ClinicalKey** is a database which supports healthcare professionals by providing access to the latest evidence across specialties: <https://www.clinicalkey.com/>