



Women's Staff Network Bulletin

December - January 2024

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.

Decision support tool: making a decision about managing heavy periods

This [leaflet from NHS England](#) can help you decide how to manage heavy periods and can be used in conjunction with GP or other healthcare professional appointments.

Flexible working

This [updated page from NHS Employers](#) brings together guidance and resources relating to flexible working, agile working and flexible retirement to help you retain your NHS people.

Menstruation and menstrual health: Northern Care Alliance

This group of hospitals and community facilities [developed a holistic Well Women Strategy](#) to provide support beyond parents and carers.

NICE draft updated guideline recommends more treatment choices for menopause symptoms

[New evidence](#) shows that cognitive behavioural therapy (CBT) can help reduce menopause symptoms including hot flushes and night sweats, depressive symptoms and problems sleeping NICE has said in its draft updated guideline.

RCN Position Statement: Menopause and you at work.

The RCN believes that everyone has a right to access support at work, around the menopause, to enable them to continue in employment and ensure they maintain a healthy life, within any healthcare setting. This [position statement](#) is for all nurses, midwives, nursing associates and nursing support worker working in any health and social care setting in any of the four countries in relation to menopause at work.



Surviving healthcare: sexism and sexual violence in the healthcare workforce

This [report from Surviving in Scrubs](#) is an analysis of 150 survivor stories submitted to the Surviving in Scrubs website since it was launched in 2022. It details findings on the incidents, factors and challenges unique to health care that permit sexism and sexual violence in the health care workforce. The report contains recommendations to health care organisations to better support survivors and end these behaviours.

The impact of the Covid-19 pandemic on women, employment and health inequalities

There has been a major impact from the Covid-19 pandemic on women in general, but also specifically for women of working age and in the workforce. This [explanatory note and accompanying infographic from Public Health Wales](#) look at the major identified impacts of the pandemic on women of working age, while also taking into account existing inequalities related to employment. It uses the lens of a health impact assessment, which identifies both positive and negative health and wellbeing impacts, and highlights the equity impacts on different population groups.

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? [This Collection from the National Institute for Health and Care Research](#) brings together messages from research highlighted in accessible summaries over the past couple of years. In line with the Women's Health Strategy, it draws on areas of healthcare specific to women, such as pregnancy and some cancers, along with common mental health conditions, osteoarthritis, dementia and other conditions which occur more often in women than men. The Collection throws light on why women feel unheard and misunderstood, and suggests how to improve their conversations with healthcare professionals. The information is especially important for policy makers and healthcare staff.

NIHR Evidence Briefings

Cervical cancer: women with HPV may benefit from more intense screening.

[This is a plain English summary of an original research article](#). Cancers of the cervix (the neck of the womb) are nearly always caused by human papillomavirus (HPV). New research suggests that women who test positive for HPV could benefit from more frequent screening for cervical cancer.

You can read the full research article here: [British Journal of Cancer](#)



Pelvic floor and bladder problems can make people feel embarrassed, and have an impact on everyday life

[This is a plain English summary of an original research article](#). Researchers interviewed 74 people living with pelvic floor or bladder problems. Participants found the healthcare system fragmented and difficult to navigate. Some said it was difficult to access the right care, or to be taken seriously, without a medical diagnosis. People wanted clinicians to listen to them, to take them seriously, to be open and honest, and to provide full information. They also wanted care to focus on them as a whole person and not just on their body parts.

You can read the original research article in full here: [BMC Women's Health](#)

Pregnancy complications increase the risk of heart attacks and stroke in women with high blood pressure

[This is a plain English summary of a research article](#). High blood pressure increases the risk of diseases of the heart and blood vessels (cardiovascular disease). New research suggests that, for women with high blood pressure, having a pregnancy complication (such as early birth) further increases their risk of cardiovascular disease in future.

You can read the full research article here: [Hypertension](#)

Prevention of cervical cancer: what are the risks and benefits of different treatments?

[This is a plain English summary of an original research article](#). Surgeons use different procedures to remove abnormal cells in the cervix (the neck of the womb) and treat early cervical cancer. These treatments effectively reduce the risk that cancer will develop and spread, but they carry a risk of premature birth in future pregnancies. New research ranked the success and risks of different surgical treatments.

You can read the full research article here: [The Lancet](#)

Published research

Sleep Medicine Clinics

The latest edition of this journal focuses on [Sleep in Women](#) and includes:

- The menstrual cycle and sleep
- Sleep during menopause
- The effects of hormonal contraceptives on the sleep of women of reproductive age
- Dysmenorrhea and sleep
- The impact of maternity and working demands in women's sleep pattern
- Night shift work and sleep disturbances in women

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Library and Knowledge Services

Patient experiences of being advised by a healthcare professional to get pregnant to manage or treat endometriosis: a cross-sectional study.

BMC Women's Health, 2023, 23(1), p.638

There is a lack of evidence that pregnancy reduces endometriotic lesions or symptoms, however studies indicate that people with endometriosis are commonly advised to get pregnant to manage or treat endometriosis. This study sought to examine the impact of this advice on patients with endometriosis when the advice was provided by healthcare professionals.

Click here for full access: [BMC Women's Health](#)

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- **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/>