



Women's Staff Network Bulletin

June - July 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.

Agenda Alliance

[Dismantling Disadvantage: Levelling up public services for women with multiple unmet needs](#)

Across the country, women at the sharpest edge of inequality are being systematically failed by the services that should be supporting them. Women experiencing multiple unmet needs face intersecting disadvantages, many of which are shaped by long-term experiences of poverty and deprivation, as well as trauma and abuse.

Bayer

[Informed, heard, empowered: placing women at the heart of reproductive health policy](#)

This report from pharmaceutical company Bayer UK calls for a woman-centred and evidence-based approach to supporting women in maintaining optimal sexual and reproductive health, identifying a series of recommendations that could ultimately lead to higher quality, more accessible and more consistent care for women across the UK.

BSI

[Lifting the second glass ceiling](#)

This white paper explores why women around the world are leaving the workforce early and not necessarily out of personal preference. It looks at what the factors driving this and the potential benefits to individuals, organizations and society as a whole that can be realized if women are supported to remain in the workforce for longer.



CIPD

[Menopause resources hub](#)

Resources on supporting employees experiencing the menopause, including practical and customisable guidance, top tips for people management practice, and leaflets and posters to help you start the conversation.

House of Lords Library

[Tackling violence against women and girls in the UK](#)

The UK government has labelled violence against women and girls as a national threat. It has committed to a range of actions to protect women and girls against harm in strategies focused on tackling violence against women and girls and domestic abuse. The government has also introduced measures through legislation such as the Domestic Abuse Act 2021.

Maternal Mental Health Alliance

[Mums in the UK missing out on specialist mental health support due to insecure funding](#)

This report looks at specialist perinatal mental health community services across the UK. The report highlights progress made in all four nations whilst calling for better access to mental healthcare for pregnant women and new mothers.

NSPCC Learning

[Why language matters: domestic abuse is broader than domestic violence](#)

The blog looks at how the term “domestic violence” can be limiting and explores the impacts of this on: professionals and family support services; people experiencing domestic abuse; and the perceptions of the general public.

Pregnant then Screwed

[Leave in the lurch: Paternity leave, gender equality and the UK economy](#)

Increasing paid paternity leave to six weeks could reduce the gender pay gap and help to equalise men and women’s participation in the labour market. The economic case for tackling gender inequality is strong, with analysis suggesting that closing gender employment gaps could increase economic output by £23 billion.



Recently published research

Closing the empathy gap towards equitable outcomes: gender equity in the medical workforce.

BMJ leader, 2023, 7(2).

Empathy failures lead to equity failures. Women and men physicians experience work differently. Men physicians, however, may be unaware how these differences impact their colleagues. This constitutes an empathy gap; empathy gaps are associated with harm to outgroups. In our previous published work, we found that men had divergent views from women about the experiences of women relating to gender equity; senior men differed most from junior women. Since men physicians hold disproportionately more leadership roles than women, this empathy gap warrants exploration and remediation.

Email for full access: clinical.librarian@ulh.nhs.uk

**Don't mind the gap – why do we not care about the gender gap in common mental health difficulties?
Child and adolescent mental health, 2023**

There is a substantial gender gap in common mental health difficulties such as depression and anxiety, and evidence on drivers of this gap is sparse. Yet, the tendency in the field is to treat it as inevitable, and its drivers are rarely examined as a worthwhile question to pursue. We discuss possible reasons for this, while highlighting the need to reform research priorities and systems to ensure this issue receives the investment and interest necessary to inform better prevention.

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Gender differences in acute care treatments for cardiovascular diseases.

British Journal of Nursing, 2023, 32(12), pp.580-586.

This narrative review aimed to identify gender-related differences in multiple cardiovascular disease treatments and to provide an overview of the possible causes to aid in establishment of a cardiovascular disease (CVD) risk profile. Three recurrent themes emerged from the literature. These were gender differences in the burden of CVD, gender differences in symptom presentation and gender differences in management and treatment of CVD.

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

Perimenopause and/or menopause help-seeking among women from ethnic minorities: a qualitative study of primary care practitioners' experiences.

British Journal of General Practice 2023, 73(732), e511-e518.

Each woman's experience of the perimenopause and/or menopause is individual and unique. Research shows women from ethnic minorities often have different experiences from their White peers, and these are not being considered in conversations about the menopause. There is a need for increased awareness and trustworthy information, this could improve women's immediate quality of life and potentially reduce future disease risk.

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



Library and Knowledge Services

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/>