

Women's Network bulletin

November 2024

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

'Dismissed, ignored and belittled': the long road to endometriosis diagnosis in the UK

This [study from Endometriosis UK](#) shows that diagnosis times in the UK have significantly worsened over the past 3 years, increasing to an average of 8 years and 10 months – an increase of 10 months since 2020. This lengthy wait means a delay in accessing treatment, during which the disease may progress, leading to worsening physical symptoms and a risk of permanent organ damage. The report contains several recommendations for improving diagnosis times.

Making sense of women's health

This [updated publication from the RCN](#) is designed for the non-specialist nurse. It highlights conditions that women can experience, the likely outcomes and how to access appropriate resources or treatment.

Menopause and people professionals eLearning

The latest in [NHS Elearning for Healthcare's series of menopause eLearning](#) is aimed at people professionals across healthcare. It's important that our people professionals have the knowledge and resources to support staff experiencing menopause symptoms to stay and thrive in the workplace. Studies have shown that one in 10 people leave the workplace because of their menopause symptoms. People professionals in the NHS play a vital role in supporting and keeping everyone working in the health service.

Menopause Whilst Black podcast

Opening a [well overdue conversation](#) about diversity in Menopause. Placing the menopausal experience of Black UK based women front and centre by sharing their stories. Giving a hug, a hand or a high five to those supporting, dreading, suffering or thriving through menopause. Because, believe it or not, there's a lot to celebrate too!

National people sexual misconduct policy framework

This [framework from NHS England](#) was developed for integrated care boards and trusts to adopt and adapt, ensuring that any member of staff who has experienced inappropriate and/or harmful sexual behaviours at work is supported by their employer. It aims to help staff to: understand their rights and responsibilities; recognise and report sexual misconduct at work; and get advice and support.

New guidance around legal duty to prevent sexual harassment

The Equality and Human Rights Commission has [published guidance](#) about the new

duty on employers to take reasonable steps to prevent sexual harassment.

New training on understanding sexual misconduct in the workplace is now available

A [new e-learning module from NHS Elearning for Healthcare](#) on recognising and responding to sexual misconduct in the workplace is now available for the NHS workforce. Developed by NHS England e-Learning for Healthcare, this programme features sessions on critical topics to support all staff in handling disclosures of sexual misconduct at work.

What is the gender pensions gap and what can we do about it?

The [gender pensions gap is a pervasive, wide-reaching global issue](#) which typically results in women having significantly lower financial security in old age than men. Referring to the average difference in pension wealth between men and women, the gap has been estimated at as much as 30% to 40% on average, though this varies greatly between countries. As women tend to live longer on average than men, they will typically need to fund a longer retirement. The drop in pensions wealth can therefore result in an even greater reduction in women's standard of living in old age and an increased risk of poverty.

Women's health economics: investing in the 51 per cent.

This [report from NHS Confederation](#) evidences the potential return on investment for every additional £1 that is invested in women's health services throughout the NHS.

Created by Lesley Firth, Library & Information Specialist at United Lincolnshire Teaching Hospitals NHS Trust. If you have any questions or feedback please email lesley.firth@ulh.nhs.uk