

## BRISTOL WOMEN'S COMMISSION

### Task Group Action Plan

|                              |  |
|------------------------------|--|
| <b>Name of Task Group:</b>   | <b>Women in Business</b>   |
| <b>Chair:</b>                | <b>Donna Whitehead</b>   |
| <b>Members of Task Group</b> | <b>Vanessa Moon; Jane Ginnever; Charley Maher; Amy Kington; Camilla Rigby; Professor Susan Durbin; Deborah Waddell; Jill Brown; Louise Cottell; Penny Gane; Sian Weller; Sarah Pullen; Kathryn Davis; Monikka Radcliffe; Sam Bell; Sue Arrowsmith; Nina Skubala; Jo Fairweather; Jane Swift; Louise Sunderland; Suzanne Agathe; Emma Thorn; Sam Bell</b> |

#### 1. VISION Please give an overview of the vision of the task group.

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| <b>Task Group vision:</b> | We will have a national reputation for taking action that brings about significant improvements for women in business and also for pioneering new approaches within Bristol that influence businesses nationally and internationally. |
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#### 2. TASK GROUP ACTIONS - What does the Group want to achieve over the next year? (Women's Safety example

| Objective  | Actions required  | Person responsible                                     | Time frame (begin by, complete by) | Key partners | Resources needed | How will we measure success?  |
|--|---|--|------------------------------------|--------------|------------------|---|
| Improve awareness of our task group/building the brand   | <ol style="list-style-type: none"> <li>1. Sub group to be established to focus on this objective</li> <li>2. Social media presence created</li> <li>3. Regular updates from the group to be disseminated</li> </ol> | Charley Maher (lead); Amy Kington; Camilla Rigby       | To be complete November 2018       |              |                  | Number of businesses approaching us asking for advice/support   |
| To promote flexible working to businesses in Bristol to maximise excellent opportunities for women         | <ol style="list-style-type: none"> <li>1. Best practice event delivered in early 2018 to inspire and encourage businesses to adopt flexible working policies</li> </ol>   | Jane Ginnever (lead); Camilla Rigby; Donna Whitehead;  | To be complete by end of 2018      |              |                  | <p>10 new businesses adopting flexible working</p> <p>Event to showcase best practice taken place</p> |
| To investigate experiences of women on boards and to research ways to promote increases in women on boards | <ol style="list-style-type: none"> <li>1. To undertake research on the experiences of women on board with a view to sharing best practice</li> </ol>  | Professor Sue Durbin (lead); Jane Ginnever; Emma Thorn | To be complete by end of 2018      |              |                  | Research funded and completed   |

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| To offer a mentoring scheme to young women | 1. To develop a mentoring scheme aimed at young women, particularly from disadvantaged backgrounds | Amy Kington (lead);<br>Vanessa Moon;<br>Camilla Rigby;<br>Professor Sue Durbin;<br>Jo Fairweather | Ongoing |  |  | 20 young women mentored by board members |
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**3. EU CHARTER**      **How do the aims and objectives of the task group contribute to the EU Charter objectives? (The Charter objectives given here are those relevant to the Women and Economy Task Group).**

| Summarise how Task Group contributes to achieving EU Charter objective. | Relevant EU Charter objective   |
|---|---|
| Women on Boards sub group activities                                    | The Signatory recognizes the principle of balanced representation on all elected and public decision-making bodies.   |
| Mentoring; and flexible working sub groups                              | The Signatory recognises the need to increase the rate and quality of employment of women, and further recognises that the risk of poverty linked to long term unemployment and unpaid work is particularly high for women. |







Bristol Women's Commission  
Committed to achieving real equality for women in Bristol

## BRISTOL WOMEN'S COMMISSION

### Task Group Action Plan

|                              |   |
|------------------------------|---|
| <b>Name of Task Group:</b>   | <b>Women and Economy</b>  |
| <b>Chair:</b>                | <b>Diane Bunyan</b>   |
| <b>Members of Task Group</b> | <b>Jackie Longworth, Sue Cohen, Margaret Page, Harriet Bradley, Margaret Hickman, Ines Lage, Sue Maddocks, Ann de Graft Johnson</b> |

#### 1. VISION Please give an overview of the vision of the task group.

|                           |  |
|---------------------------|--|
| <b>Task Group vision:</b> | Ensure that local economic development is subject to a gender assessment and that actions are taken to address women's disadvantage.<br>In particular to:<br>a) highlight and explore the potential economic contribution of investment in social infrastructure such as social care services;<br>b) ensure that employment generated in the Temple Quarter Enterprise Zone is accessible to and meets the needs of local women. |
|---------------------------|--|

#### 2. PROGRESS SO FAR: Please list the achievements and outcomes of the Task Group since the previous action plan 2015.

| Action | Details | Date completed |
|--------|---------|----------------|
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|   |  |          |
|---|--|----------|
| Identifying and drawing attention to the lack of a gender focus in existing and draft economic strategies <a href="#">Click here to enter text.</a> | Raised the lack of mention of women and their needs in the LEp Strategic Plan, The WECCO Draft Plan and the City Plan                      | On going |
| Raising the issue of the need for free high quality childcare as a means of addressing women's employment   | Raised with the Mayor<br>Participated in workshop run by Fair play South West<br>Evidence produced   | On going |
| Identifying the gender pay gap  | BCC undertook an analysis of the gender pay gap in the council and Bristol Waste<br>Work to identify actions is currently being undertaken | On going |

### 3. TASK GROUP ACTIONS - What does the Group want to achieve over the next year? (Women's Safety example)

| Objective | Actions required | Person responsible | Time frame (begin by, complete by) | Key partners | Resources needed | How will we measure success? |
|-----------|------------------|--------------------|------------------------------------|--------------|------------------|------------------------------|
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|  | Participate in the City Planning process and raise these issues<br>Lobby the Mayor and other key decision makers   | D Bunyan/other task group members as appropriate                | On Going<br>Draft for June 2018 | Penny Gane<br>Chair on Partnership Group<br>Women and Business Task Group<br>BCC and City Office   | Time to attend meetings  | City plan has a gender analysis and identifies actions to address the need of women   |
|  | Provide data and analysis to inform the planning processes   | Task Group members  | On Going                        | Universities<br>Bristol/UWE<br>Women's Budget Group/<br>Fairplay South West/   | People to undertake research<br>Identifying key documents and pieces of research | Data used to inform planning process  |
|  | Undertake a funded project to identify the employment needs of local women from Lawrence Hill ward, including what would be needed for them to access employment in the Temple Quarter Enterprise Zone (transport, skills, childcare etc) and presenting this to partners and decision makers<br><br>Click here to enter text. | Bristol Women's Voice/D. Bunyan/ Task Group Rosa Steering Group | March 2018 – December 2018      | Women to women (ROSA) fund<br>Women community champions and volunteers<br>Universities Bristol/UWE/<br>Up our Street/Women's Budget Group/Barton Hill Settlement<br>Key skills and economic development agencies | £24,400 from Women to Women Rosa fund for project                                | The issues identified from the research result in key actions such as addressing the childcare needs of women into future plans for the development at Temple Quay and other economic development activities. |

**4. EU CHARTER**      How do the aims and objectives of the task group contribute to the EU Charter objectives? (The Charter objectives given here are those relevant to the Women and Economy Task Group).

| Summarise how Task Group contributes to achieving EU Charter objective.   | Relevant EU Charter objective  |
|---|--|
| Contributing and advising on integrating a gender perspective into the City Inclusive and Sustainable Growth Strategy. Commenting on the lack of a gender perspective in other economic development strategies for the city and sub region. | The Signatory recognizes that the achievement of a balanced and sustainable economic development is a vital component of a successful municipality or region, and that its activities and services in this field can contribute significantly to the advancement of equality of women and men. |

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| <p>The Women to women (Rosa) project aims include linking women from one of the most disadvantaged areas of the city to employment and skills development opportunities</p> <p>Continue to raise awareness of the impact of austerity on women and measures that could be taken to address it.</p> <p>Producing data and information about the causes of and actions to address the gender pay gap</p> | <p>The Signatory recognises the need to increase the rate and quality of employment of women, and further recognises that the risk of poverty linked to long term unemployment and unpaid work is particularly high for women.</p>  |
| <p>Continuing to raise the specific needs of women, especially those who are the lowest paid and working in insecure employment.</p> <p>Working with the Education and Business task groups to encourage women entrepreneurs and young women to pursue STEM subjects.</p>  | <p>The Signatory commits itself, in relation to its activities and services in the field of economic development, to take fully into account the needs and interests of women and men, and the opportunities to advance equality between them, and to take the appropriate actions to this end.</p> <p>Such actions may include:</p> <ul style="list-style-type: none"> <li>• Assistance to women entrepreneurs</li> <li>• Ensuring that financial and other support to enterprises promote gender equality</li> <li>• Encouragement to women trainees to learn skills and achieve qualifications for jobs traditionally seen as “male” and vice versa</li> <li>• Encouragement to employers to recruit women apprentices and trainees in relation to skills, qualifications and positions traditionally seen as “male”, and vice versa.</li> </ul> |





## Task Group Action Plan

|                              |  |
|------------------------------|--|
| <b>Name of Task Group:</b>   | <b>Women and the Economy</b>   |
| <b>Chair:</b>                | <b>Marg Hickman &amp; Sandra Meadows</b>   |
| <b>Members of Task Group</b> | <b>Helen Mott, Barbara Brown, Diane Bunyan, Kalpna Woolf, Wendy Stephenson</b>   |
|                              | <b>Both Co-Chairs were unable to fully support the RTG over the past year due to extenuating circumstances. As a result, progress against some aspects of the agreed action plan is delayed.</b> |

### 1. VISION Please give an overview of the vision of the task group.

|                           |   |
|---------------------------|---|
| <b>Task Group vision:</b> | <ul style="list-style-type: none"> <li>To encourage and support women to enter positions of power and influence in Bristol promoting balanced representation.</li> <li>To broaden the definition of representation to include women who are currently under-represented and/or identify as belonging to groups with protected characteristics.</li> <li>To raise issues the issue of the lack of women's representation and leadership in politics and in both public and private sector institutions across the city.</li> <li>To change public, private and political institutions in the city to make their leadership gender balanced.</li> </ul> |
|---------------------------|---|



**2. PROGRESS SO FAR:** Please list the achievements and outcomes of the Task Group since the previous action plan.

| Action                               | Details  | Date completed  |
|--------------------------------------|--|-----------------|
| Women in Public Life events.         | Together with Bristol Women's Voice, members of RTG attended and contributed to a panel discussion at Barton Hill Settlement and Q&A session to encourage more women to enter public life.     | November 2017   |
|                                      | Trinity Centre Event: RTG members contributed to event organised by Bristol Mayor's office to encourage greater participation from BME communities in public life. RTG members co-facilitated. | October 2016    |
| Celebration of Women's Suffrage      | RTG member contributed to the development of a national bid for funding to hold a series of events to celebrate the centenary of Women's suffrage.   | May - July 2017 |
| Audit of City Leadership Initiatives | Database created to log data and information on Leadership initiatives in order to better understand, highlight and alleviate issues around access for women.                                  | Ongoing         |
| Input to International Women's Day   | Attendance and contribution to IWD panel to encourage more women to enter public life.   | March 2018      |

### 3. TASK GROUP ACTIONS - What does the Group want to achieve in the short, medium and longer term?

#### Short-term (next 6 months)

| Objective  | Actions required  | Person responsible          | Time frame (begin by, complete by) | Key partners | Resources needed   | How will we measure success?   |
|--|---|-----------------------------|------------------------------------|--------------|--|--|
| Encouraging more women to participate in public life.  | Arrange meeting within hard to reach areas of Bristol, beginning in Southmead and moving thereafter to other hard to reach communities (e.g. Hartcliffe, Avonmouth, Southmead).                                     | Marg Hickman & Helen Godwin | November 2018 to February 2019.    | Helen Godwin | Venue, refreshments, publicity.<br><br>Mechanism for effective signposting.<br><br>Human resource for co-ordination. | By holding a successful, well attended event with media presence.<br><br>That women from the local area are stimulated to find out more.<br><br>Women from the local express an interest in participating in a particular sphere of public life. |
| Encouraging more women to register to vote. A publicity and outreach campaign to areas with previously low voter registration and turn out | Work in partnership with Bristol Women's Voice to deliver the Celebration of Women's Suffrage events in Bristol and participate in a campaign targeting hard to reach areas to encourage women to register to vote. | Marg Hickman                | April 2018 to March 2019           | Penny Gane   | Transport.   | Members of RTG participation.<br><br>Increase in the number of women from specific, hard to reach areas registering to vote.<br><br>Increase in the number of above women voting.  |



**Medium term (next 12 months)**

| Objective                              | Actions required   | Person responsible | Time frame (begin by, complete by) | Key partners | Resources needed | How will we measure success?   |
|--|--|--------------------|------------------------------------|--------------|------------------|--|
| Encouraging women to enter public life | Contribute to panel discussion International Women's Day 2019. | Marg Hickman       | September 2018 to March 2019       | Penny Gane   |                  | Number of women electing to be panel members.<br><br>Number of women attending panel discussion. |

### Longer term (next 18 months)

| Objective   | Actions required   | Person responsible       | Time frame (begin by, complete by) | Key partners   | Resources needed  | How will we measure success?  |
|---|--|--------------------------|------------------------------------|--|---|---|
| Women in the Media – develop an action plan to challenge and change the current image of Women in all areas of media.   | <p>Identify and make contact with local media outlets (BBC, HTV, BBC Radio, BCFM, Ujima, Bristol Post newspaper).</p> <p>Invite women in positions of power and influence within media outlets to join the RTG to share knowledge and information AND contribute to the development of an action plan.</p> | Marg Hickman & BWC Chair | April 2018 to April 2020.          | BBC, HTV, BBC Radio, BCFM, Ujima, Bristol Post newspaper).                                     | Time and commitment of key individuals.   | <p>An action plan is developed.</p> <p>Action plan is endorsed by key media outlets.</p> <p>Apprenticeships for Women are secured within local media outlets (fits with One City Plan).</p> |
| To broaden to reach and impact of Bristol Women's Commission by developing satellite groups within Bristol Communities. | To identify women who can be supported to contribute to RTG objectives at a community or locality level and inform the work of RTG and BWC.  | Marg Hickman             | January 2019 to October 2020.      | <p>Local community partnerships.</p> <p>Political parties.</p> <p>Community organisations.</p> | <p>Facilitation, admin and co-ordination of groups.</p> <p>Venues and refreshments.</p> <p>Reporting mechanism.</p> | <p>A more diverse group of women are able to contribute to and inform the work of the RTG.</p> <p>Issues relevant to specific geographic and cultural communities are identified.</p>       |

**4. EU CHARTER**      **How do the aims and objectives of the task group contribute to the EU Charter objectives? (The Charter objectives given here are those relevant to the Women and Economy Task Group).**

| Summarise how Task Group contributes to achieving EU Charter objective.   | Relevant EU Charter objective  |
|---|--|
| The RTG regularly participates in events that are targeted at specific geographic or cultural communities of women. In doing so, the RTG acknowledges, recognises and actively works to broaden the representation of women in political and public life in Bristol.  | <p>Article 3 (3) – Participation in Political and Civic Life</p> <p>The Signatory undertakes to promote the active participation in its political and civic life of women and men from all sections of the community, in particular of women and men from minority groups who may otherwise be excluded.</p>   |
| The creation of satellite BWC groups based in communities will increase the reach and impact of the Commission and support the drive for a more diverse and equal representation on local and citywide political and public decision making bodies, thus ensuring that Bristol can take advantage of a greater range of skills, knowledge, experience and creativity. | <p>Article 1 (1) The Signatory recognizes that the right to equality of women and men is a fundamental prerequisite of democracy, and that a democratic society cannot afford to ignore the skills, knowledge, experience and creativity of women. To this end, it must ensure, on a basis of equality, the inclusion, representation and involvement of women from different backgrounds and of different age groups in all spheres of political and public decision-making bodies.</p> |

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| <p>Maintaining contact with and continuation of the 50:50 campaign in Bristol to ensure the equal representation of women across all political parties. Currently Bristol stands at 43% overall. It is anticipated that, by 2020, the number of women within the Labour party's will exceed 50%.</p> | <p><b>Article 2 (1) – Political Representation</b><br/>The Signatory recognizes the equal rights of women and men to vote, to be a candidate for and to hold elected office.</p>  |
| <p>RTG promotes the Bristol Zero Tolerance campaign to partner organisations and encourages sign up and endorsement of the Zero Tolerance Pledge.</p>  | <p><b>Article 22 (1-3) – Gender-Based Violence</b><br/>The Signatory recognizes that gender-based violence, which disproportionately affects women, constitutes a violation of fundamental human rights and is an offence to the dignity and to the physical and emotional integrity of human beings.</p> <p>The Signatory recognises that gender-based violence arises from the idea, on the part of the perpetrator, of the superiority of one sex over the other in the context of an unequal relationship of power.</p> <p>The Signatory therefore commits itself to establish and strengthen policies and actions against gender based Violence.</p> |



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## BRISTOL WOMEN'S COMMISSION

### Task Group Action Plan

|                              |   |
|------------------------------|---|
| <b>Name of Task Group:</b>   | <b>Women's Safety</b> UPDATED March 2018  |
| <b>Chair:</b>                | <b>Alison Comley (Bristol City Council)</b>   |
| <b>Members of Task Group</b> | <b>Jackie Beavington (Bristol City Council), Rachel Fenton (UWE), Marianne Hester (University of Bristol), Rowan Miller (SARSAS) Resigned, Maryanne Kempf (Bristol Women's Voice) Sue Moss (Bristol City Council), Charlotte Gage (Bristol Women's Voice), Lesley Welch (AAFDA), Marie Wright (Avon &amp; Somerset Police.)</b> |

#### 1. VISION      Please give an overview of the vision of the task group.

|                           |   |
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| <b>Task Group vision:</b> | To achieve zero tolerance of domestic and sexual abuse in all its forms in Bristol. |
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#### 2. PROGRESS SO FAR:      Please list the achievements and outcomes of the Task Group since its inception.

| Action            | Details   | Date completed |
|-------------------|---|----------------|
| Set up task group | Current membership set out above. Has been revised a number of times since 2014 set up. | March 2018     |



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| Zero Tolerance worker recruited and hosted within BWV                         | Programme of work in place and being delivered with progress monitored through the Safety Task Group.           | Worker in post from June 15 but significant risk as funding only in place till July 2018 |
| Task group delivery of significant events for International Women's Day       | Series of sessions facilitated by Task group on Women's Safety issues. Over 3000 people attended the IWD events | March 2018   |
| Ensure ZT is embedded in DV&SA work across the City                           | ZT worker to join the Bristol DV&SA strategy Group  | Worker established member of group   |
| Spread the awareness and understanding of zero tolerance throughout the city. | Articulate and promote best practice examples   | Clear articulated examples of how pledge has made a difference                           |

### 3. TASK GROUP ACTIONS - What does the Group want to achieve in the short, medium and longer term?

#### Short-term (next 6 months)

| Objective | Actions required | Person responsible | Time frame (begin by, complete by) | Key partners | Resources needed | How will we measure success? |
|-----------|------------------|--------------------|------------------------------------|--------------|------------------|------------------------------|
|           |                  |                    |                                    |              |                  |                              |

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| To urgently secure sustainable ongoing funding for the Zero Tolerance work currently funded to July 2018.              | <p>Funding strategy in place which includes:</p> <ul style="list-style-type: none"> <li>• Bids for external funding</li> <li>• Approaches to Commission members</li> <li>• Approach to business</li> </ul> | Task Group and the Commission                              | Ongoing  | Task Group and the Commission                              | Capacity to deliver funding strategy. ZT worker currently having to focus on bids over the delivery of the programme | Funding for this project has to date been piece meal and we need to get to a place of sustainable funding. Without this project will come to an end in July 2018 |
| Identify and promote organisations that have already signed the pledge and can demonstrate an improvement in practice. | <p>1.Pledges to be visible on website</p> <p>2.Be spoke training to be offered to organisations who have signed the pledge.</p> <p>3. Task group to review progress as standing agenda item</p>            | <p>1.ZT worker</p> <p>2.ZT worker</p> <p>3. Task group</p> | <p>1. March 18</p> <p>2. In next 3 months</p> <p>3. Bi monthly</p> | <p>1. BCC/BWV</p> <p>2. ZT worker</p> <p>3. Task group</p> | <p>1. None additional</p> <p>2. None additional</p> <p>3. None additional</p>  | Measurable and evidenced improvement in practice   |
| To make ZT a recognisable brand in Bristol   | Ensure existing campaigns have the Logo and ZT brand   | Commission   | Ongoing  | Commission members   | <p>None additional</p> <p>None additional</p>  | <p>Logo agreed and used</p> <p>System in place to ensure all campaigns branded</p>   |

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| Support the Women's Commission in providing input to the Licensing Committee's Review of SEV's | Prepare information as required to support evidence giving to the Licensing Working Group | Task Group | By September 2018 | Commission | None additional | Policy Review completed |
|--|---|------------|-------------------|------------|-----------------|-------------------------|

#### Medium term (next 12 months)

| Objective  | Actions required   | Person responsible    | Time frame (begin by, complete by) | Key partners                       | Resources needed      | How will we measure success?   |
|--|--|-----------------------|------------------------------------|------------------------------------|-----------------------|--|
| Increase number of organisations signing Zero Tolerance pledges from 58 to 100 | Follow up of organisations who have expressed interest in pledging.<br><br>This needs to be taken forward in the light of the funding available. | Zero Tolerance worker | March 18 – March 19                | 1. Business west<br><br>2.BCC, BWV | Funding for ZT worker | 100 organisations signed up with action plans in place by March 2019 |

#### Longer term (next 18 months)

| Objective | Actions required | Person responsible | Time frame (begin by, complete by) | Key partners | Resources needed | How will we measure success? |
|-----------|------------------|--------------------|------------------------------------|--------------|------------------|------------------------------|
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|---|--|-----|---------|------------------|----------------------------------|--|
| General Public to recognise Bristol to be a ZT City | Clear comms strategy and plan in place | BWC | ongoing | Whole commission | Communication strategy expertise | Need to consider appropriate meaningful measures as part of the strategy development |
|---|--|-----|---------|------------------|----------------------------------|--|

**4. EU CHARTER**      **How do the aims and objectives of the task group contribute to the EU Charter objectives? (The Charter objectives given here are those relevant to the Women and Economy Task Group).**

| Summarise how Task Group contributes to achieving EU Charter objective.   | Relevant EU Charter objective  |
|---|--|
| <p>Zero Tolerance Bristol work with Business and other organisations to develop staff and client policies and procedures to improve their response to tackling domestic and sexual violence.</p> <p>To have a high profile brand that demonstrates that domestic and sexual violence is not tolerated in Bristol.</p> | <p>These interventions will demonstrate good progress towards <i>Article 22 – Gender-Based Violence</i> in line with the following requirements:</p> <p>(1) The Signatory recognizes that gender-based violence, which disproportionately affects women, constitutes a violation of fundamental human rights and is an offence to the dignity and to the physical and emotional integrity of human beings.</p> <p>(2) The Signatory recognises that gender-based violence arises from the idea, on the part of the perpetrator, of the superiority of one sex over the other in the context of an unequal relationship of power.</p> <p>(3) The Signatory therefore commits itself to establish and strengthen policies and actions against gender based violence, including:</p> <ul style="list-style-type: none"> <li>• Providing or assisting specific support structures for victims</li> <li>• Providing public information, in each of the mainly used local languages, on the assistance available in the area</li> <li>• Ensuring that professional staff have training in identifying and supporting victims</li> <li>• Ensuring that there is effective co-ordination between the relevant services such as the police, health and housing authorities</li> <li>• Promoting awareness-raising campaigns and educational programmes aimed at potential and actual victims and perpetrators.</li> </ul> |
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# BRISTOL WOMEN'S COMMISSION

## Task Group Action Plan

|                              |   |
|------------------------------|---|
| <b>Name of Task Group:</b>   | <b>Women and Education</b>  |
| <b>Chair:</b>                | <b>Keziah Featherstone</b>  |
| <b>Members of Task Group</b> | <b>Jane Harrington, Jana Smidkova, Cllr Ruth Pickersgill, , Mandy Milsom, Lis Jolley, Janet Saunders, Rebecca Mear, Kate Slatcher, Daisy May Lewis, Isobel Tobias, Sally Apps, Jo Butler, Lis Gilpin, Aileen Morrison</b> |

### 1. VISION Please give an overview of the vision of the task group.

|                           |   |
|---------------------------|---|
| <b>Task Group vision:</b> | To ensure that education fully utilises the potential of girls and women, and that the education of all people (both boys and girls) builds values and behaviours that lead to a more equitable society |
|---------------------------|---|

### 2. PROGRESS SO FAR: Please list the achievements and outcomes of the Task Group since the previous action plan 2015. *No previous action plan - new Task Group*

| Action  | Details   | Date completed |
|---|---|----------------|
| Our Lives Our Choice Conference   | 80 girls in Years 5, 6 and 12 from 8 schools across Bristol or all sectors, met together for a conference about career and life aspirations.  | July 2017      |
| Secondary school audit of how sexual and sexist bullying/incidents are recorded | All secondary schools carried out an audit and discussed at BASHP (Bristol Association of Heads & Principals) in order to improve recording and diagnostic approaches to preventions. | May 2017       |

### 3. TASK GROUP ACTIONS - What does the Group want to achieve in the short, medium and longer term?

#### Short-term (next 6 months)

| Objective  | Actions required  | Person responsible  | Time frame (begin by, complete by)    | Key partners                               | Resources needed  | How will we measure success?   |
|--|---|---------------------|---------------------------------------|--|---|--|
| Hold three more student conferences during 2017-18 academic year | <ol style="list-style-type: none"> <li>1. Establish smaller working party to arrange a Y10-Y13 conference concerning women's safety in Bristol.</li> <li>2. Establish smaller working party to arrange two Our Lives Our Futures conferences, utilising same format at 2017.</li> </ol> | Keziah Featherstone | Both to be completed by mid-July 2018 | All education providers                    | Planning time<br>Transport for students<br>Human library of career women<br>Three free conference lunches<br>Three venues | Number of girls participating (ideally 150-300).<br>Diversity of girls/schools represented (primary, secondary, FE, special, mainstream, state, independent, FSM, race, EAL etc.).<br>Impact on key professionals invited to attend. |
| Establish regular calendarized meetings of Task Group            | Agree confirmed membership and establish achievable regular meetings.   | Keziah Featherstone | To be established by March 2018       | All education providers                    | Meeting time<br>Regular venue   | That all agreed meetings take place and that the agenda does more than arrange conferences.  |
| All sectors in Bristol to be represented on the Task Group       | Ensure that there is a representative from each of the following that can liaise with their wider colleagues: PHAB (primary), BASHP (secondary), specials, FE, independents   | Keziah Featherstone | By July 2017                          | All education providers and their contacts | Contacts to ensure all are represented  | Diversity of representation and participation.   |

### Medium term (next 12 months)

| Objective  | Actions required  | Person responsible  | Time frame (begin by, complete by) | Key partners                           | Resources needed  | How will we measure success?   |
|--|---|---------------------|------------------------------------|--|---|--|
| Establish Girls' Conference as a regular event.              | Establish event as part of BASHP/PHAB calendar.   | Keziah Featherstone | Completed by September 2018        | BASHP & PHAB                           | Time and resources as above   | Growing numbers of girls and schools participating – future impact on their aspirations and lives.                             |
| Aspiration mentoring of vulnerable girls.                    | Curate suitable committed mentors (DBS checks).<br>Identify suitable mentees.<br>Mentoring to be carried out. | Keziah Featherstone | Completed by July 2019             | All education providers                | Volunteering women mentors.<br>Participating schools with mentees.<br>Money for DBS checks. | Number of girls being mentored and their informal feedback on the impact of that mentoring.                                    |
| Establish closer links between Task Group and WomenEd & WLIE | Liaise and publicise WomenEd and WLIE to Bristol schools and their staff.                                     | Keziah Featherstone | Completed by July 2019             | WomenEdSW and WLIE-SW Regional Leaders | Resources to be shared.   | Educational professionals able to support their own professional development and careers by utilising existing local networks. |

### Longer term (next 18 months)

| Objective | Actions required          | Person responsible        | Time frame (begin by, complete by) | Key partners | Resources needed | How will we measure success? |
|-----------|---------------------------|---------------------------|------------------------------------|--------------|------------------|------------------------------|
|           |                           |                           |                                    |              |                  |                              |
|           | Click here to enter text. | Click here to enter text. |                                    |              |                  |                              |
|           | Click here to enter text. | Click here to enter text. |                                    |              |                  |                              |



**3. EU CHARTER**      **How do the aims and objectives of the task group contribute to the EU Charter objectives? (The Charter objectives given here are those relevant to the Women and Economy Task Group).**

| Summarise how Task Group contributes to achieving EU Charter objective.   | Relevant EU Charter objective   |
|---|---|
| By tackling gender inequality in schools we contribute significantly to achieving a balanced and sustainable future and gender equality.  | The Signatory recognizes that the achievement of a balanced and sustainable economic development is a vital component of a successful municipality or region, and that its activities and services in this field can contribute significantly to the advancement of equality of women and men.  |
| Our key priority is to improve – through work with girls – women’s career aspirations and reduce female unemployment and poverty.   | The Signatory recognises the need to increase the rate and quality of employment of women, and further recognises that the risk of poverty linked to long term unemployment and unpaid work is particularly high for women.   |
| <p>We challenge gender stereotypes in schools, in the curriculum, through qualifications. We provide models of successes, role models and widen knowledge, advice and guidance in order to open new worlds to women and girls.</p> <p>In addition, through collaboration with WomenEd and WLIE we support the womened employees working in schools to address unconscious bias in recruitment, promotional leadership and the Edu-Gender Pay Gap.</p> | <p>The Signatory commits itself, in relation to its activities and services in the field of economic development, to take fully into account the needs and interests of women and men, and the opportunities to advance equality between them, and to take the appropriate actions to this end.</p> <p>Such actions may include:</p> <ul style="list-style-type: none"> <li>• Assistance to women entrepreneurs</li> <li>• Ensuring that financial and other support to enterprises promote gender equality</li> <li>• Encouragement to women trainees to learn skills and achieve qualifications for jobs traditionally seen as “male” and vice versa</li> <li>• Encouragement to employers to recruit women apprentices and trainees in relation to skills, qualifications and positions traditionally seen as “male”, and vice versa.</li> </ul> |



Bristol Women's Commission  
Committed to achieving real equality for women in Bristol

## BRISTOL WOMEN'S COMMISSION

### Task Group Action Plan

|                              |  |
|------------------------------|--|
| <b>Name of Task Group:</b>   | Women's Health Task Group  |
| <b>Chair:</b>                | Jackie Beavington  |
| <b>Members of Task Group</b> | Vicki Morris, Sue Moss, Sandi Dheensa, Penny Gane, Patsy Staddon, Monira Ahmed Chowdhury, Karen Bowers, Jo Kaye, Sophie Jenkins, Gillian Seward, Carol Metters, Bernadette Greenan, Dr Kirsy Alexander |

#### 1. VISION Please give an overview of the vision of the task group.

|                           |   |
|---------------------------|---|
| <b>Task Group vision:</b> | To improve the health and wellbeing of Bristol Women of all ages through research, action, and influence. We will change strategy and raise the profile of the importance of women's health and of taking a gendered approach in all aspects of health promotion and planning to secure equal opportunities for women to enjoy good health. |
|---------------------------|---|

#### 2. PROGRESS SO FAR: Please list the achievements and outcomes of the Task Group since the previous action plan 2015.

| Action                            | Details                      | Date completed |
|-----------------------------------|------------------------------|----------------|
| Raise Awareness of Women's Health | Conference on Women's Health | March 2017     |

|                              |  |               |
|------------------------------|--|---------------|
| JSNA chapter                 | Collect and analyse evidence on women's health issues and collate for publication in JSNA, including liaison with other chapter authors on issues pertinent to women's health. | December 2017 |
| Raise Awareness of menopause | Menopause event attended by 200 women. Run in partnership with University of Bristol and BCC<br><a href="#">Click here to enter text.</a>                                      | November 2017 |

### 3. TASK GROUP ACTIONS - What does the Group want to achieve in the short, medium and longer term?

#### Short-term (next 6 months)

| Objective                                  | Actions required   | Person responsible | Time frame (begin by, complete by)            | Key partners              | Resources needed        | How will we measure success? |
|--|--|--------------------|---|---------------------------|-------------------------|------------------------------|
| Women's Health Strategy                    | Write and get agreement for strategy for City  | Jackie Beavington  | Started November 2017 to be completed in 2018 | BCC, Health organisations | Time                    | Adopted for the City         |
| Develop work on Women's lifecourse         | Menopause event for professionals  | Kate Roberts       | 2018  | University of Bristol     | Funding for event, time | Successful event held        |
| Develop information base on women's health | Check gender breakdown and recommendations for women's health in JSNA topic chapters | Jackie Beavington  | 2018`   | JSNA steering group       | Time                    | Gender breakdown identified  |

#### Medium term (next 12 months)



| Objective                                      | Actions required  | Person responsible        | Time frame (begin by, complete by) | Key partners           | Resources needed | How will we measure success?    |
|--|---|---------------------------|------------------------------------|------------------------|------------------|---------------------------------|
| Take forward recommendations from JSNA chapter | Work with Women's commission to identify issues of women's lifecourse with partners | Tbc                       | 2018                               | All women's commission | Time             | Issues identified and addressed |
|  |   |                           |                                    |                        |                  |                                 |
|  | Click here to enter text.   | Click here to enter text. |                                    |                        |                  |                                 |
|  | Click here to enter text.   | Click here to enter text. |                                    |                        |                  |                                 |

#### Longer term (next 18 months)

| Objective                          | Actions required  | Person responsible | Time frame (begin by, complete by) | Key partners          | Resources needed   | How will we measure success?  |
|------------------------------------|---|--------------------|------------------------------------|-----------------------|--------------------|---|
| Improve data on women's health     | Survey of women's health  | Tbc                | 2018/9                             | BCC consultation team | Money for survey   | Information gathered  |
|                                    | Work with public health data analysts to identify ways to gather up to date information on women's health | Jackie Beavington  | 2018                               | Tbc                   | Time               | More information available  |
| Develop work on women's lifecourse | Research into period poverty  | tbc                | 2019                               | Tbc                   | Money for research | Raised awareness of issues of period poverty<br>And work plan identified to mitigate. |

**4. EU CHARTER**      **How do the aims and objectives of the task group contribute to the EU Charter objectives? (The Charter objectives given here are those relevant to the Women and Economy Task Group).**

| Summarise how Task Group contributes to achieving EU Charter objective. | Relevant EU Charter objective   |
|---|---|
| Click here to enter text.   | The Signatory recognizes that the achievement of a balanced and sustainable economic development is a vital component of a successful municipality or region, and that its activities and services in this field can contribute significantly to the advancement of equality of women and men.  |
| Click here to enter text.   | The Signatory recognises the need to increase the rate and quality of employment of women, and further recognises that the risk of poverty linked to long term unemployment and unpaid work is particularly high for women.   |
| Click here to enter text.   | <p>The Signatory commits itself, in relation to its activities and services in the field of economic development, to take fully into account the needs and interests of women and men, and the opportunities to advance equality between them, and to take the appropriate actions to this end.</p> <p>Such actions may include:</p> <ul style="list-style-type: none"> <li>• Assistance to women entrepreneurs</li> <li>• Ensuring that financial and other support to enterprises promote gender equality</li> <li>• Encouragement to women trainees to learn skills and achieve qualifications for jobs traditionally seen as “male” and vice versa</li> <li>• Encouragement to employers to recruit women apprentices and trainees in relation to skills, qualifications and positions traditionally seen as “male”, and vice versa.</li> </ul> |