

Full Council

November 12th 2019



Report of: Penny Gane : Chair, Bristol Women's Commission
Jackie Jensen: Strategic Director

Title: Work of Bristol Women's Commission 2018-19

Ward: Citywide

Presenting Report: Penny Gane: Chair, Bristol Women's Commission

Recommendation

Council are asked to note the report

Summary

The work of Bristol Women's Commission since Full Council meeting May 4th 2018

The significant issues in the report are: Working towards equality of women in the priority areas of Safety, Health, Education, Economy, Business and Women's representation in public life

Bristol Women's Commission ask Council to:

- * Ensure Bristol City Council plays its role in implementing the work of the commission
- * Support Bristol Women's Commission



Policy

European Charter of Equality for Women and Men in local Life
 One City Plan
 Inclusive Growth Strategy
 Joint Strategic Needs Assessment and Women’s Health Strategy

Consultation

1. Internal

Bristol Women’s Commission has cross party membership of elected members and is supported by Cllr Helen Godwin in her role as Cabinet member for Women, children and young people. Ann James is new lead officer on commission. Commission is supported by Cherene Whitfield.

2. External

Please see all organisations that make up the commission and its 6 task groups. Some 65 external agencies are participants in the work of the commission.

3. Context

Bristol Women’s Commission

Introduction

Bristol Women’s Commission (BWC) has the following membership:

Bristol City Council (councillors and officers), Bristol Women’s Voice, University of Bristol, University West of England, City of Bristol College, Avon and Somerset Police, TUC, University Hospitals Bristol, Voscur, Fawcett Society, First Group, Trinity Mirror, WECA, Commission for Racial Equality, One City Chair: Penny Gane, Bristol Women’s Voice

Since the last report to full council which celebrated the glorious lantern parade on February 4th 2018 we continued to commemorate the first women to get the vote in 1918 with a programme of events throughout 2018 in partnership with Bristol Women’s Voice and partners throughout the city.

Future Brunels on the SS Great Britain	Building the future	Education Task Group and Future Brunels Programme spectacular hands on science event encouraging girls to take up STEM subjects on International Women and Engineering Day 2018
An Audience with Sarah Guppy Show of Strength	Celebrating women’s role in making change	Theatre production about the forgotten role of engineer Sarah Guppy in the design and building of the Clifton Suspension Bridge. Launched at Clifton Suspension Bridge
Dreadnought SW ‘The Cause’	Celebrating Women’s Role in Making change	A conversation between Millicent Fawcett and Emmeline Pankhurst on different approaches to achieving women’s suffrage

Girls' Voices	Celebrating women building the future	Bringing girls together from six schools at each event. Year 6 and Year 11. Series of presentations by inspirational women role models on identity and empowerment with an emphasis on delivering positive change. Girls discussed what changes they would like to make in school and in their lives.
Girrl Games	Encouraging girls to take up game design	A collection of digital games designed and built by young women in workshops around Bristol telling the story of women's suffrage
Out and about with suffragettes	Why women should vote	Suffragettes at Knowle West festival leading conversations around importance of voting
Upfest BWV in collaboration with The Simpsons!	Street Art for Women	Taking part in Europe's largest street art festival with 3 female artists commissioned and activities giving visitors the opportunity to create their own artwork of famous Bristol women and suffragette slogans
In Our Hands	Young women film makers	Working with Rife to produce In Our Hands, an inspirational film made by young women
The next 100 years- University of Bristol	Panel debate at UoB looking to the future	Working with Bristol University to host and introduce a panel of women including Baroness Shami Chakrabarti 'Women and Equality; The next 100 years' in a packed Wills Tower
Breathing Fire and In Between Time	Women's workshops leading to light and sound show	'We are Warriors' a sound and light show at Arnolfini using footage from interviews with 130 women and girls from 8-85 raising their voices as a tribute to those who have gone before them
Black Women 100	Black women's suffrage and current day achievements and inspiration	An exploration of black women's suffrage the world over brought to life with a commissioned play, music, film, panel debates and audience participation

This year on International Women's Day Bristol Women's Commission celebrated the fifth anniversary of Bristol signing the European Charter for Equality of Women and Men in Local Life. The commission and all the task groups (some 70 women in total) celebrated with cake and talks from Cllr Flo Clucas from CEMR, Mayor Marvin Rees, Chair Penny Gane and Thangam Debonnaire MP. Diane Bunyan was warmly thanked for her work on the European Charter. Bristol remains the only UK signatory to the charter. The work of the Commission continues to develop and grow as partnerships strengthen. Key areas of work over the past 12 months have been business, economy, health, education, safety and representation. It is the Commission's purpose to ensure women's equality and rights are embedded in decision making in the City.

This year BWC has hosted speakers including:

- Golden Key and One25 presenting Complex Lives, a gendered approach to homelessness, substance misuse and poor mental health
- Chlo Winfield- her journey from personal experience to influencing change
- Superintendent Tina Robinson updated commission on how A&S Police are protecting the most vulnerable women and girls from harm
- Jane Ginnever-MD Shift Consultancy and Vanessa Moon-MD Moon Consulting speaking on Women's Leadership in Bristol Business
- Tom Sperlinger- UoB; Engagement at Temple Quarter Enterprise Campus
- Debra Newrick-BWV; Women of Lawrence Hill seeking to be economically active
- Prof Anne de Graft Johnson-UWE; High rise buildings and the impact on women
- Sue Cohen-Women's Budget Group; Operation Yellowhammer and implications of Brexit for women
- Dr. Nikki Cotterel -UWE 'Hidden in plain sight' - women's incontinence
- Lauren Chiren, Director Women of a certain stage; Menopause at Work
- Jenna Holliday, Director Catalyse Change; Climate Emergency-engaging young women
- Stepping up Positive Action Programme

Women in Business

Lead: Jane Ginnever, Shift Consultancy

Member organisations: Rolls Royce, OVO Energy, Destination Bristol, UWE, Shift Consultancy, Strategy Hive Ltd, Moon Executive Search, BWV, Structur3dPeople, Women's Work Lab, Community of Purpose, Business West, KPMG, Gapsquare

This year the group has:

- Run a successful flexible working event hosted by UWE and attended by 80 people, in Feb 2018, at which business leaders and experts shared their knowledge and experience.
- Successfully launched the Women in Business Charter which includes 7 goals for businesses to sign up to. More than 30 large Bristol employers including Rolls Royce, OVO Energy and UWE have signed up.

Women and the Economy

Lead: Diane Bunyan BWV

UoB, UWE, TUC, BWV, Fairplay SW, Women's Budget Group

The Women of Lawrence Hill project has produced clear data on what women need to access employment, the barriers that exist and how they can be overcome.

The wide and varied work has included presenting the outcomes of women's concerns at a Mayor's hot coffee hot topic sessions, subsequently meeting with developers and businesses involved in the Temple Quay development; supporting the development of Bristol University's inclusion strategy and continuing to support groups of women realise their start-up business aspirations and skill development.

Outcomes include;

- a pilot scheme of affordable childcare as a One City priority
- lobbying key stakeholders for the provision of free, high quality, flexible childcare as part of the infrastructure required to deliver the aspiration of inclusive growth.

- Underpinning BWV's successful bid to GEO (City Listening Project) by using Women of Lawrence Hill scheme of work as a model.

Women and girls' education

Leads: Isabel Tobias-Redmaids High, Joanne butler -Cotham School

Member organisations: Bristol Headteachers, CoBC, BCC

The Task Group formed a student group which reported the major issues of concern for them. These include sexist and intimidating behaviour of boys towards them in school, the availability and reliability of public transport and more careers information. Two events were organised for Year 10, 12 and Year 8 students. The two conferences were a huge success, attended by about 250 girls. We targeted girls who lack confidence or may for other reasons often go 'under the radar'. Outcomes have included career events at the University of Bristol, a "human library" of 50 women in conversation with girls about career choice, Staying Safe on the Streets and Self Defence workshops.

Women's Health

Leads: Monira Chowdhury- CASS, Carol Metters- Next Link

Member organisations: BWV, CASS, Next Link, Self-Injury support, UWE Centre for health and clinical research, GP, UHB, UoB, BCC

This year has seen the development of a women's chapter for the Bristol Joint Strategic Needs Assessment (JSNA), the BWC Health Task Group have been working to develop a Women's Health Strategy. The Commission's Chair has met with Bristol Health Partners about the possibility of reviewing the HITs (Health Improvement Teams) in terms of women's health.

The priorities for 2020 include the menopause, incontinence, poor perinatal health (BME women) and mental health. The Menopause work is based on work established by Bristol Women's Voice. The Commission's own member organisations are currently developing best practice menopause policies.

Women's Safety

Lead: Anna Smith-One25

Member organisations: UWE, Workinglinkssecure, Bristol Drugs Project, UoB, Fawcett Society, One25, St Mungos, A&SP, One City, SARSAS, Golden Key, Unseen UK, Second Step

Priority has been agreed for the need of research into the high level of domestic homicide in Bristol. Patterns of behaviour need to be understood so that resources can be directed into counteracting largely preventable crime and its horrific consequences.

The Commission are also very concerned about the impact that a third SEV will have on the city. The group will object on behalf of the commission to the licensing of SEVs.

The Bristol Sexual Violence Forum has requested strategic acknowledgement of the issue of the adverse impact of Universal Credit on women's finance to the extent that some are returning to or increasing sex work. This is coupled with the Yellowhammer report which outlines a disproportionate impact of a no deal Brexit on women's finances, access to medicine and benefits.

**Representation Group, Lead: Margaret Hickman
Global Parliament of Mayors Summit; Women in Leadership**

BWC Representation Task Group worked with Councillors Craig and Godwin to develop a programme for the Women in Leadership session of the Global Parliament of Mayors' Summit.

Hosted by Bristol Deputy Mayor Asher Craig and moderated by Christine Bamford of Women's Coin Foundation, the Women in Leadership session of the Global Parliament of Mayors presented a panel of mayors and women leaders Mayor Célestine Ketcha Courtés OBE of Bangangté, Cameroon, Mayor Zandie Gumede, Durban, South Africa, Mayor Nan Whaley, Dayton, USA, Mayor Yvonne Aki-Sawyer, Freetown, Sierra Leone, Helen Godwin BCC and speakers Penny Gane Chair of BWC and BWV and Caroline Hubbard of the Women Mayors' Network (WoMN). In an animated debate the discussion focused on ways to encourage more women into leadership roles, as well as the need for cities to develop gender-centric policies and practices. The delegates presented more than 50 actions for the Global Parliament of Mayors to act on to show their commitment to gender inclusion.

Bristol Women's Commission budget

The 5k budget for the women's commission has meant we were able to commission a health researcher to complete our health strategy, employ two community researchers to interview single parents and disabled women in Lawrence Hill, provide staff and security for the International Women's day event at City Hall, celebrate the 5 year anniversary of the signing of European charter and contribute to the highly successful launch of the Women in Business Charter at City Hall.

We have an ambitious programme of work for 2019/20

Outline action plan 2019-20

Economy

- Promote the case for affordable, flexible and high quality child care by promoting and supporting the City Office actions to run a pilot project
- Ensure that the skills, knowledge and contribution of women to the local economy is facilitated through the WECA Industrial Strategy and the Inclusive Growth Strategy
- Provide and use data to inform decision makers so that all women can contribute to and benefit from Bristol's economic development.

Representation

- Undertake a survey of candidates for the local government elections in Bristol in 2020 to understand what are the barriers to women standing for election.
- Undertake a survey of those standing down from the council to see if there is a difference between the reasons given by women and men and to identify changes that could be introduced to address any issues
- Promote locally the recommendations of the Fawcett Society to increase the representation of women in local government
- Develop new strand on women's representation in the media

Health

- Work with Health Partners to undertake a gender analysis of HITs programmes
- Collect best practice information from four case studies of menopause policies in the workplace and promote throughout public, private and voluntary sectors.
- Develop new programmes and campaigns on self-harm, suicide and perinatal depression
- Support HIT work on incontinence in women and link to toilet provision in the workplace and in the city

Women in Business

- Create a Community Interest Company to run the Women in Business Charter and ensure that it is both effectively governed and sustainable;
- Encourage more SMEs to sign up to the Charter, given that large numbers of people are employed by these companies and they often don't have the support of HR teams to promote gender equality;
- Engage further with the One City Plan, Business West, LEP and other key players in business in Bristol to ensure that women's voices are heard in future decision-making throughout the city.

Women and Girls' education

- Run two summer conferences engaging girls across the city from different schools to i) explore careers with a human library of inspirational role models and ii) to discuss issues of concern to them and ways in which they and their schools can tackle them.

Women's Safety

- Work with Bristol City Council to agree to formally research and publish the patterns and underlying issues/ reasons for the high levels of Domestic Homicide so that the council and organisations working with women at risk can identify gaps in services and request funding to increase resourcing in this area.
- Use the outcomes of the forthcoming research into sex work undertaken by University of Bristol to target areas which endanger women.

October 10th 2019

<p>Proposal Ensure Bristol City Council plays its role in the work of the Women's Commission Support Bristol Women's Commission</p>
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