

Women's Network

Terms of Reference



> Introduction

Our work on equality, diversity and inclusion is an important element which helps us to demonstrate the ways in which our Board values make a positive impact on our staff, patients and service users. Equality is at the heart of our values:

Valuing dignity and respect.
A 'can do' attitude.
Leading commitment to quality.
Understanding our responsibilities; and
Effectively working together.

NHS Golden Jubilee acknowledges that this group of staff are not under-represented in the workforce but the group is under-represented in some staff teams and it is the group who make up the majority of part-time staff on lower bands.

> Aim

- > To work in partnership with staff and management in NHS Golden Jubilee to eliminate discrimination, improve equality of opportunity, foster a diverse inclusive and accessible working and learning environment that encourages a culture of respect and equality for everyone regardless of their gender.
- > To create and maintain a supportive, aspirational and motivational network for people who identify as a woman.

> Ability Network remit

1. To provide staff with a safe, confidential and supportive space for professional and social networking;
2. To provide both formal and informal peer support;
3. To raise awareness of gender issues in the workplace;
4. To act as a panel of subject matter experts on NHS Golden Jubilee policy documents and learning materials relevant to issues of menstrual health, pregnancy and menopause, including matters of relevance to staff, students, patients, or visitors;
5. To communicate information and updates to colleagues interested in matters relating gender;

6. To support identification, and delivery of a variety of training and development opportunities for Network members and colleagues within NHS Golden Jubilee;
7. To work alongside and collaborate with other NHS Golden Jubilee Staff Networks, to promote an approach to diversity and inclusion which supports people who find their place in several networks.
8. To develop and maintain relationships with other staff and student network groups in areas of mutual interest to better coordinate on national issues;
9. To engage with local and national community groups and activities with a view to promote opportunities at NHS Golden Jubilee, and foster relations with our female service users;
10. To engage regularly with the Diversity & Inclusion Group to support the delivery of the Board Diversity and Inclusion Strategy and associated action plan;

> Governance arrangements

1. The Women's network will report to the Diversity & Inclusion Group to support the delivery of the equalities element of the Board Person-Centred Committee activity.
2. The Women's network will report to the Diversity & Inclusion Group on an eight-weekly basis to coincide with scheduled Diversity & Inclusion Group meetings.
3. The Women's network will be supported to undertake activities directly associated with the network theme.
4. Papers for the attention of the Diversity & Inclusion Group are to be circulated to all group members no later than 2 days before the scheduled meeting date.

> Membership

- > Membership of the Women's Network is aimed at NHS Golden Jubilee female employees. However, those who have positive interest in matters of women's issues and women's health are also welcome to join the membership and attend associated events.

> Communication

Members can choose to be kept informed via the mailing list maintained by the Women's network members.

- > Email address: womensnetwork@gjnh.scot.nhs.uk

> Budget

At present, there is no formal budget for this network. Certain activities may be funded via the Diversity & Inclusion group budget (subject to approval).