

Cheshire women's Collaboration

Conference

22ND APRIL



Cheshire women's
Collaboration
Conference

22nd April 2023
10am - 3pm

- 10.00 **Introducing Cheshire Women's Collaboration**
Kate Blakemore, chair of Cheshire Women's Collaboration
- 10.15 **Make space for girls**
Imogen Clark, founder of Making Space for girls
- 10.50 **Are girls being designed out of outside spaces?**
Rowena Jones, researcher
- 11.20-11.30 Break
- 11.30 **Transitions into parenthood**
Dr Emily Lovett, Sports development - Edge hill University
- 12.00 **Telling stories in bronze**
Hazel Reeves - Sculptor
- 12.30-1.00 Break
- 1.00 **Eliminating period poverty in Cheshire**
Period Poverty Task Force, chaired by Kate Blakemore
- 1.30 **Inequalities around work for women**
Uncertain futures, collaboration of women activists
- 2.00 - 2.10 Break
- 2.10 **Hot topics in menopause care**
Dr Jane F Wilkinson, menopause specialist
- 2.40 **Wrap up and close**
Kate Blakemore

Each talk will conclude
with a Q&A session

Women's Safety Speaker



Imogen Clark
Founder of Make Space
for Girls

Make Space or Girls

A recent surveys found that nearly 60% of girls didn't use parks because the spaces were dominated by boys; and only 22% of teenage girls rated their local parks as very or fairly safe. Make Space for Girls want to change this and make our parks more welcoming to teenage girls. In this talk we'll look at some of the background to this issue and what we can do to make it better.

Imogen Clark, lawyer and feminist, studied for a post graduate certificate in gender studies. She is passionate about challenging the unfairness we see around us by campaigning for structural change.



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Women's Safety National Statistics

- 1 in 5 women (22%) in the UK reported some experience of sexual touching, groping, flashing, sexual assault, or rape while they were in or around school.
- 27% of women and 16% of men had experienced at least one form of harassment.
- One in two (50%) women aged 16 to 34 years had experienced at least one form of harassment; a decrease from 58% in June 2021.
- More than two-thirds of women (38%) aged 16 to 34 years had experienced catcalling in 2022.
- Adults who had experienced harassment in the previous 12 months were more likely to feel unsafe when walking alone and using public transport.
- 58% of women aged 16 to 34 years reported feeling very or fairly unsafe using public transport alone after dark.
- 82% of women reported feeling very or fairly unsafe in a park or other open space.



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Women's Safety

What discussions were had?

- Safe Space for Girls
 - Where do young people go?
 - How safe are these spaces?
 - What does a safe space look like?
- Safe travel for women and girls

Are there any "women friendly" taxi services in Cheshire?

What legislation is in place to keep women safe when in taxis?

What measures are in place on public transport to keep women safe?

- Safety online and in bars

What awareness do women (in particular 30 plus) need about online safety?

How do women keep themselves safe?



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Women's Safety

What we've been doing

- We are working with 'Make Space For Girls' and London School of Economics to carry out a research project on what 'Safe Spaces' are and how they can be designed



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Women's Safety

Plans for the next 6 months

- Explore schemes to help support safe travel for women and girls.
- Link in with Cheshire Police "Violence against Women and girls scheme" and support spreading the word to local women and agencies about the schemes supporting women in Cheshire
- Spread the news of the "Make space for girls" research to all local authorities in Cheshire
- Work toward safe spaces in sports settings (see women in gyms section)
- Work with Town Councils to get White Ribbon Accreditation
- Linking in with National Research that found women feel "unsafe and intimidated" in Gyms - We plan to link in with leisure / lifestyle to create a zero tolerance approach to sexual and intimidating behaviour.



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Women's Safety

Call to Action;

- Create safe spaces for women and girls.
- Raise awareness of Violence Against Women and Girls.
- Work together to influence change.



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Women in Sport National Statistics

- Due to greater visibility on TV and streaming platforms, the number of regular viewers of women's sport rocketed from 26% in 2021 to 57% in 2022.
- A third of women aged 41 to 60 are not meeting the Chief Medical Officer's guidelines of 150 minutes per week of exercise and a fifth are not achieving even 30 minutes per week.
- 20% of women aged 41-60 are inactive (less than 30min/week) - 2020.
- 30% of women told us they are less active since starting menopause, however 71% of women experiencing menopause want to be more active.
- 90% of women would consider exercise if recommended by a GP professional.
- Regular exercise can help maintain healthy bone and muscle mass, reducing the risk of hip fractures by 68%, and improve balance, resulting in a 30% lower risk of falls amongst older adults.
- Exercise also helps reduce the risk of Type 2 diabetes by 50%.
- Being active also has massive mental health and wellbeing benefits people who are active have a 30% lower risk of developing depression.
- Nearly 60% of girls aren't meeting recommended exercise guidelines
- 43% of girls disengage from sport and exercise post primary school. Many of these girls enjoyed being active when younger but have needlessly fallen out of love with it in adolescence.
- Twice as many girls as boys feel unsafe exercising in their local park (49% cf. 26%)
- Only 34% of girls enjoy exercising in their local park compared to 63% of boys
- 73% of girls say feeling watched puts them off exercising in the park
- 78% of girls say a lack of toilets and changing facilities make parks undesirable spaces



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Women in Sport Speaker



Dr Emily Lovett

Programme Leader Sports Development
& Management - Edge Hill University

Transitions into parenthood, physical activity & mental health
1 in 5 women experience perinatal mental health problems and there is also evidence of increased mental illness among new fathers. Whilst physical activity is recommended among a range of self-help strategies for some mild to moderate perinatal mental illness, there is very little tailored support for this. Emily will discuss her research about transitions into parenthood, physical activity and mental health.

Emily is an academic and researcher at Edge Hill University. Her research background is community sport and physical activity development.



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Women in Sport

What discussions were had?

- Visibility of Women's sports teams
- Many women and girls not knowing what sports teams are in the area
- Linking in with National Research: discussions around the high percentage of girls that drop out of sport in their teens.
- Providing support to Women's teams to recruit board members and volunteers to help support the groups to sustain with the required skills



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Women in Sport

What we've been doing;

- Researching the current curriculum that outlines teaching requirements for all genders.
- Working alongside #cheshiregirlscan campaign to promote and raise awareness of the groups in Cheshire.
- Understand the findings from research from “Women in Sport” and “This Girl Can” Campaign to see what needs to be adopted or rolled out locally.
- Produce a sports toolkit written by teenage girls to provide to physical education departments in Cheshire Schools.



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Women in Sport

Plans for the next 6 months:

- Link in with Town Councils to look at increasing Women and Girls activity levels through focus work.
- Link in with “Make space for girls” research when available to see if there is any link between “safe spaces” and “being active”
- Linking in with National Research that found women feel “unsafe and intimidated” in Gyms - We plan to link in with leisure / lifestyle to create a zero tolerance approach to sexual and intimidating behaviour.
- Work with Cheshire West to host a women in sport conference for professionals later in the year.
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Women in Sport

Call to action:

- Sign up to This Girl Can Newsletter
- Promote local sports groups
- To consider joining local sports groups either to keep active yourself or to volunteer



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A statue for Ada

Ada came from a family of Cheshire yeomen. She was born in 1870 at White Hall Farm, Talke o' the Hill in North Staffordshire. At the age of eleven she left school when the family moved to Worcestershire. Around 1887 the family moved to Crewe, Ada worked in a Nantwich shop and, in the 1890s, went to work at Comptons Clothing Factory on Bridle Road. In 1894 she wrote a series of letters, which were published in the Crewe Chronicle, exposing the exploitative conditions under which the girls and women worked. Her letters were signed anonymously, "A Crewe Factory Girl". In these letters she complained about charges for workers for their tea breaks and the materials they required to do their work, the unfairness by which work was allocated and the difficulty of earning a living wage.



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A statue for Ada Speaker



Hazel Reeves
MRSS SWA FRSA
Sculptor

Telling stories in bronze

Why do we need statues of women on our streets? Hazel talks about her statues of Our Elizabeth and Our Emmeline, and why she wants to tell the story of a Crewe factory girl, Ada Nield Chew, in bronze.

Hazel Reeves' passion is for telling stories in bronze of struggles for social justice and redressing the lack of women represented, one statue at a time. Her public commissions include the Cracker Packers – in Carlisle, Elizabeth Wolstenholme Elmy in Congleton and suffragette Emmeline Pankhurst in Manchester



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A statue for Ada

What discussions were had?

Just one! There is a clear need for and Ada statue in Crewe



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A statue for Ada

What we've been doing;

- Linked in with Cheshire East and Crewe board about the need for an Ada statue. This has been positively received.
- Set up a Facebook page to promote both the story and the Ada campaign.
- Identified a sculptor to work with to design Ada - this has been identified as Hazel Reeves.



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A statue for Ada

Plans for the next 6 months;

- Set “A statue for Ada” up as a charity
- Recruit both a working group and trustees to continue our work
- Raise more awareness of Ada’s story.



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A statue for Ada

Call to Action;

- Join the campaign
- Make a donation
- Share promotion information about Ada



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Period Poverty National Statistics

- Research by Plan International UK found that
 - 49 per cent of girls have missed an entire day of school because of their period.
 - 59 per cent of these girls have made up a lie or an alternative excuse to avoid going to school.
 - Over the course of a year, 137,700 children in the UK miss school because of period poverty.
- In a survey of more than 1,000 girls, nearly half were embarrassed by their period, many were afraid to ask for help because of the stigma and 68% said they felt less able to pay attention in class at school or college while menstruating.
- It was estimated that more than 137,700 girls in the UK missed school last year because they can't afford sanitary products. 10.6% of parents said they had been so desperate to equip their daughters with menstrual products that they have resorted to stealing.
- More than a fifth of parents said they had gone without something themselves, so that they had enough money to meet their daughter's needs.
- The World Bank estimates at least 500 million women and girls globally lack access to the facilities they need to manage their periods. Meanwhile, 1.25 billion women and girls have no access to a safe, private toilet; 526 million don't have a toilet at all.



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Period Poverty

What discussion were had;

- Highlighting the issues around Period Poverty and linking in with Foodbanks and other organisations.
- What do girls and women want.
- the links with period poverty and sports groups.

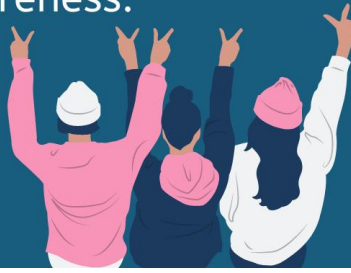


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Period Poverty

What we've been doing;

- Attended Winsford Woman's Day to highlight concerns - Pink Tax and Period Poverty.
- Signed individuals up to the Period Poverty Task Force Group at the Winsford Woman's Session.
- Celebrated People's Uniqueness - Positive mannequin people posted positive comments about themselves.
- Highlighted Pink Tax and the shocking examples of this to raise awareness.



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Period Poverty

Plans for the next 6 months;

- Place period products in your local Foodbank collection point.
- Reduce stigma talk about periods with your family, children and family.



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Period Poverty

Call to action;

- Join our task force to represent your area
- Provide regular supplies to donation stations
- Make funding donations



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Women in the workplace, education and skills National Statistics

- Women's employment rate (age 16-64) is at an all-time high in the UK, at 71.2% (119). However, women receive less from paid work than men. As a result of caring responsibilities, women tend to be employed for fewer hours than men.
- Among full-time employees the gender pay gap in April 2022 was 8.3%; this was 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic).
- For age groups aged 40 to 49 years and older, the gender pay gap for full-time employees is much higher, at over 10.9%.
- In the UK, the sectors with the most women in employment are health and social work (accounting for 20% of all jobs held by women at September 2020), the wholesale and retail trade (14%) and education (12%).
- 24% of women worked in professional occupations (like engineers, doctors and nurses, teachers, accountants and lawyers) in 2020, compared to around 21% of men.
- Around half of women in professional occupations in 2020 were employed as nurses, teachers, or other educational professionals.
- A higher share of men than women were working as managers, directors or senior officials, with 14% of men in these roles compared to 9% of women.
- Overall, three in four mothers (77%) said they had a negative or possibly discriminatory experience during pregnancy, maternity leave, and/or on return from maternity leave.
- Around one in nine mothers (11%) reported they felt forced to leave their job. This included those being dismissed (1%); made compulsorily redundant, where others in their workplace were not (1%); or feeling treated so poorly they felt they had to leave their job (9%).



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Women in the workplace, education and skills Speaker



Uncertain Futures

Collaboration of women activists from across Manchester

Uncertain Futures

Uncertain Futures is a collaborative artwork highlighting inequalities around work for women over 50 focusing on gender, age, race, disability, migration and class. Based at Manchester Art Gallery, we interviewed 100 women over 50 about their experiences of both paid and unpaid work.

The presentation will reveal the emerging findings of the research, focusing on the impact of often fragmented working lives. This presentation will also explore the methodological approach of a socially engaged art practice and social research project.



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Women in the workplace, education and skills

What discussions were had?

- Valuing of women in the workplace, in particular zero hours contracts. Women working in what are usually classed as “unskilled” jobs are undervalued and can be viewed as invaluable in the workplace.
- The gender pay gap in Cheshire where are we compared to National figures?
- Skills gap - for women in Cheshire, what jobs are out there? What skills are required for these jobs?
- Discussions on what schemes are already out in Cheshire that support women and girls to get back into work. What do they offer? Do women know about the schemes?



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Women in the workplace, education and skills

What we've been doing;

- For this focus group more research has taken place than practical actions
- We have planned what a campaign could look like to raise awareness for “rights for women” in the workplace.
- Researched back to work schemes that support women back into work, and researched other models that could be implemented to support women and girls.



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Women in the workplace, education and skills

Plans for the next 6 months

- Roll out a campaign that looks to influence employers and individuals to view their staff team differently.
- Work in partnership with Motherwell Cheshire, Chester Women's Aid and Chambers to help promote and educate women's health issues in the workplace - link with women's health group action.
- Research with Chambers the gender pay gap and skills gaps in Cheshire.



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Women in the workplace, education and skills

Call to Action;

- Sign our women in the workplace pledge
- Consider joining a union



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Women's Physical and Mental Health National Statistics

- Women aged 16-24 are three times as likely to report symptoms of anxiety and depression than men.
- An estimated 50% of women using mental health services have experienced domestic and/or sexual violence.
- There is a lack of training and sensitivity in health services for minority groups, including BME women, lesbians, transgender women, and Muslim women.
- Usually, the menopause occurs between the ages of 45 and 55. In the UK the average age is 51, but around 1 in 100 women experience the menopause before 40 years of age, and in a few exceptional cases women may become menopausal in their 30s, or even younger.
- 3 out of 5 (59 per cent) working women between the ages of 45 and 55 who are experiencing menopause symptoms say it has a negative impact on them at work.
- Nearly a third (30 per cent) of women in the CIPD survey said they had taken sick leave because of their symptoms and, according to the Wellbeing of Women survey in 2016, one in four women considered leaving their jobs because of the impact of their symptoms in the workplace.



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Women's Physical and Mental Health National Statistics



Dr Jane F. Wilkinson

GPwSI Gynaecology

British Menopause Society-
accredited Menopause Specialist

Hot Topics in Menopause Care

Discussing current practise in regards to HRT including the role of testosterone, plus highlighting the need to address lifestyle factors during the menopause transition.

Dr Jane Wilkinson is a GP who specialises in Women's and Sexual Health. She is a British Menopause Society-accredited Menopause Specialist, and currently works in the menopause clinic at Liverpool Women's Hospital. She is a passionate advocate for Women's and Sexual Health together with Lifestyle Medicine.



Women's Physical and Mental Health

What discussions were had;

- Lots of discussions have taken place in this focus group which at first made it difficult to decide on the direction of the group. Initial discussions were:
- Mental health in the BAME community - is this being addressed appropriately?

Trauma - lots of discussion around trauma not being addressed and responded to appropriately locally in response to:

- Birth trauma
- Sexual Health
- Domestic abuse
- Discussions have taken place about menopause in the Cheshire area to establish a clear approach to offer women locally.
- Hidden disabilities have been a topic of many discussions, with the focus group having many lived experiences.



Women's Physical and Mental Health

What we've been doing;

- Collating lived experiences of hidden disabilities that impact local women
- Working more closely with BAME community and local Ukrainian and Afghan women, to work together to help support both physical and mental health.
- Linking in with maternity voices and local maternity service to capture voices of women and linking to collaboration to see if we can support.



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Women's Physical and Mental Health

Plans for the next 6 months;

- Bring together all relevant parties to produce a menopause strategy - link in with women in workplace group.
- Work towards a strategy and approach BAME women in relation to their physical and mental health.
- Start a campaign to help people and organisations to understand and respond appropriately to hidden disabilities.
- Scope out all support that is available in Cheshire for Menopause both funded and unfunded. Work with GPs from Primary Care Networks to agree a consistent approach. Link in with Women's Health and Maternity to explore and develop plans in partnership with them.



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Women's Physical and Mental Health

Call to Action;

- Sign the women in the workplace pledge.
- Join the Cheshire Menopause Café Facebook page.
- Help put the strategy in place.
- To use the Women's Health bus in Cheshire to provide menopause awareness talks and advice and guidance, by trained individuals.
- To work closely with Social Prescribers and GPs to offer holistic support for women.



**Cheshire women's
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Thank You For Coming!

If you have any questions or queries email
cheshirewomenscollaboration@gmail.com

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