



MINUTES

<i>Meeting</i>	<i>Date</i>	<i>Time</i>	<i>Location</i>
Women's Commission	06.07.2018	9 am	Writing Room, City Hall
Attendees			
<p>Helen Mott (HM) Bristol Fawcett, Jana Smidkova (JS) Director of Marketing, Donna Whitehead (DW) PVC Dean: UWE, Jude English (JE) Cllr Green Group, Sumita Hutchison (SH) Race Equality Commission, Margaret Hickman (MH) Representation GP, Joanne Kaye (JK) Unison, Sandra Meadows (CEO Voscur), George Cole (GC) Work Experience, Laura Protheroe (LP) Labour Office, Harriet Bradley (HB) Cllr Labour, Katie Reeve (KR) BWV Volunteer, Diane Bunyan (DB) BWV, Teresa Sullivan (TS) Equality and Diversity Officer, UH Bristol NHS Foundation Trust, Cherene Whitfield (CW) BCC, Helen Sinclair-Ross (HSR) Diversity, Inclusion and employee initiatives, Penny Gane (PG) Chair BWV, Jackie Beavington (JB) Chair Women's Health Task Group</p>			
Apologies		CC	
<p>Jane Harrington, Sue Arrowsmith, Jacqui Jenson, Hannah Sturman (not yet started), Keziah Featherstone (resigned), Sue Moss, Helen Godwin, Kalpna Woolf, Sarah Pullen</p>			

AGENDA

Agenda Item	Discussion Points/ Outcomes & Actions	Actions
1.	Introductions, Apologies	

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2.	<p>Minutes</p> <p>A: Harriet to liaise with disability forum re a possible Inclusive Growth Strategy Group.</p> <p>Been on A/L, not done. Carry over to next meeting.</p> <p>Also to link with the Care Forum as changes in funding arrangements.</p> <p>Action Carried over: Harriet to liaise with disability forum re a possible Inclusive Growth Strategy Group (to contact Care Forum)</p> <p>A: Penny to check whether list of stakeholders sent to Debra.</p> <p>Completed.</p> <p>A: Penny to pass request from Esme for a podcast re BWC to Helen Mott.</p> <p>Ongoing. Penny continues to be in contact with Esme.</p> <p>A:Sue to continue with building links with businesses in relation to women in business group.</p> <p>In Sue's absence, Donna advised that she would discuss this action further with Sue.</p> <p>Action Carried over: Donna to discuss with Sue re building links with businesses in relation to women in business group.</p> <p>A: Penny to invite Stephanie Marshall, Sumita Hutchison, Katherine Finn, Alison Pallett and Marina Traversari, Hannah Sturman (Via Patricia Greer) as members of meeting group.</p> <p>Almost complete. Have yet to invite Katherine Finn but know who to contact her through. Penny will give some contacts to Donna.</p> <p>A: All encouraged to respond re consultation on SEVs.</p> <p>Completed.</p> <p>Agreed to accept minutes</p> <p>Some further discussion about Harriet's action in relation to the growth strategy and about the importance of meeting with the economy task group and linking with Connor Morton and SW?</p> <p>Action: HSR to send confirmation from Mayor's office that Inclusive Growth Strategy Group will meet with Economy Task group of Women's Commission.</p> <p>The strategy report from Arup has been delayed as requires rewriting.</p>	<p>Harriet</p> <p>Donna and Sue</p> <p>Helen Sinclair Ross</p>

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3.	<p>Update on Centenary programme</p> <p>PG</p> <ul style="list-style-type: none"> • SS Great Britain – women engineer - well attended by families, could have been promoted more to girls. • 27th June City Academy girls’ conference. Our future our choice. V successful. Interesting human Library. • 4th July – girl’s conference/listening panel. Girls asked questions about safety and identity when going to university. Conferences are v popular. • Sheila Hannon talk re Sarah Guppy at both conferences. Well received. • Mshed Votes for Women went well. • The Cause play this evening at Redgrave. • Landmark Games being developed. • 22nd May took women’s commission report to full council. Was well received and endorsed that more support is needed for the commission. Now commission is linked into constitution and report to council at AGM.. • Gender Recognition Act meeting attended by ZT, BWV and BWC. Meeting was about hostility and mutual feelings of victimization between women’s organisations and Trans campaigners. SARI to chaired a meeting to resolve this. This outcome not yet achieved and a feeling that women’s POV was overlooked. BWV sending 2 reps to attend further planning meetings. • Last day of consultation 11pm 19th October. Need to coordinate a response. Action: Will allocate a couple of hours after the next Women’s Commission Meeting. If don’t reach an agreement following this meeting, to continue to submit a statement. If don’t get a consensus could divide feedback into workgroups. <p>HM – Potential shift in women’s policy and changes to the equality act and how to define what is a woman. Also potential impact on other equalities movements and relationships between groups.</p> <p>SH – Agreed it seismic and very complicated. Also good learning for all of us.</p> <p>Discussion re plan unisex public toilets and women’s health – women with cervixes – not a great way of encouraging women to have smears. Confusing for women for whom English is not their first language who look for gender symbols when looking for a toilet.</p>	ALL
4.	<p>Information cont:</p> <ul style="list-style-type: none"> • PG –Policy of unlimited Sexual Entertainment venues in Sheffield were successfully challenged by women’s groups in Judicial Review • HM provided further details. • PG -Global Mayors summit Tuesday 23rd October. Will be inviting 	

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	<p>some Mayors to our meeting to ask how mayoral leadership can lend itself to the representation of women's issues. Action: Contact PG if want to volunteer some help in forming programme for Mayors Summit. Some discussion re female Mayors.</p>	All
5.	<p>How will we tackle the gender pay gaps in our own organisations? Prof. Harriet Bradley presents the data</p> <p>HB talked through the mean and median data collected for Bristol's biggest organisations: Bristol city Council Hospitals University UWE Avon and Somerset Police Firstbus Unison TUC</p> <ul style="list-style-type: none"> • Median reveals the extent of gender segregation. • No figure for bonuses. • Some improvement shown. • Gender Gap Policies for BCC just being developed. • Future data analysis by grade. • Currently not really v informative, covers more than reveals. • The process of organization's collecting figures, draws their attention to the gap. Occupational data would reveal the reasons for the lag. • Some discussion that mentoring is good for some individual women. Also reverse mentoring can be successful. • Gender pay gap bigger for people of the global majority and have a BME stepping scheme in place. • For BCC the mean is 4%. This a lot better than the National mean of 18%. A lot better than mean average. • Prob not so much equal pay but low pay for women's occupations. • Police – Male dominated. High no of women in lower quartile + more well paid men. • First Bus – employs few women. Very little pay gap. • TUC less of a pay gap, simple pay structures and little difference between high and low pay. • Need to push up the pay for lower grades generally. This is hard in austerity. <p>TS – hospital figures – good median but low mean. NHS - higher proportion of women (73%) until senior levels. Have looked at the figures by occupational group and pay banding. Issue not about encouraging women to move up, but encouraging men into lower paid roles. Less figs for women in consultant research fields, putting forward for awards or bonuses.</p> <p>HB – Similar issues in University re bonuses.</p>	Harriet

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	<p>DW – University recruitment panels allowed to go ahead without completing unconscious bias training.</p> <p>HB to extend research to private sector with support from a task group.</p> <ul style="list-style-type: none"> • Action: Organise a seminar on Bristol Pay Gaps to include private sector work by Darren Jones (LAB MP) <p>Women of Lawrence Hill attended.</p>	<p>Harriet Economy Group</p>
<p>6.</p>	<p>Temple Quarter Enterprise Zone- ‘Beacon of gender equality’ Engagement at the Temple Quarter Enterprise Campus- Fiona Hyland and Tom Sperlinger, University of Bristol engagement</p> <p>FH and TS talked through their presentation about rethinking relationships between Bristol University and the community. See presentation.</p> <p>Discussed potential for a learning space for the community after 6 pm, and that they could host more esol courses and courses to prepare people for higher education.</p>	
<p>7.</p>	<p>Rosa project on women’s access to employment- Debra Newrick</p> <p>DN and volunteer Azza Mustafa discussed the project and issues of unemployment and underemployment of women in Barton Hill. Women not doing the jobs for which they have trained hard can impact on their confidence, mental health and with women putting more pressure on their children. Possible cultural factor that women don’t want to find graduate employment before their husbands have done so.</p> <p>Discussion re how Rosa project and the university project could work together, and about returning to this forum in future to report back.</p> <p>JE challenged how cost issues can be addressed for women from Barton Hill accessing courses.</p> <p>TS Option of twilight temple quarter campus and possible micro settlement at Barton Hill. Steer to develop research together and to continue to work together.</p> <p>AOB.</p>	