



Bristol Women's Commission

Committed to achieving real equality for women in Bristol

Friday 16th March 2018

1P05, City Hall 9.00-11.00am.

Attending

Penny Gane (Chair), Diane Bunyan (Bristol Women's Voice), Jackie Beavington (Women and health Task Group), Helen Mott (Fawcett Society), Sue Arrowsmith (First Group), Councillor Harriet Bradley, Zoe Chegwin (Police), Keziah Featherstone (Education Task Group), Debra BWV, Councillor Clare Champion-Smith (BCC Liberal Democrat Group), Councilor Jude English, Camilla Rigby, Duncan Laird (Arup), Joanne Kaye (Unison), Alison Comley (Strategic Director, Neighbourhoods), Sam Withey (Note Taker)

Apologies

Sarah Pullen (SW Media, Trinity Mirror), Teresa Sullivan (UH Bristol), Donna Whitehead (UWE), Councillor Helen Godwin, Sandra Meadows (City of Bristol College), Councillor Marg Hickman (BCC Labour Group), Kalpna Woolf, Judith Squires

Minutes

	Agenda Item	Notes/Action	Who
1	Introduction, apologies, and previous minutes	1. Louise – City plan. PG has not liaised with Louise, as she is not doing work on One City plan anymore. Louise has joined Business Task Group 3. Jackie checked with Nick Carter about to launch consultation on consultation to review policy. Chaired by Clare Hiscox, will now go ahead. 4. Present to full Council in May – All action plans from task groups to make into presentable document – Couple outstanding. 5. No access – talk about again	PG
2	Women and Education	Keziah Featherstone Keziah gave some background on the Women in Education	KF

		<p>National Initiative. Keziah explained the project started as grass roots and is less than 3 years old. Was Started 4 years ago when there was article in guardian with the title “Where are all the female head teachers?”</p> <p>Four people including Keziah from around the country met on Skype to see if they could do something about it.</p> <p>First thing they did was run a conference, which involved them forming a relationship with Microsoft and Microsoft gave them an office in Paddington for free and 200 people attended the conference. The conference was a series of very informal workshops and discussions that built good momentum. Established core values – determined to effect a change, many numbers from early years and Bristol Connection, even The Guardian came to Bristol to look at the trend.</p> <p>2017 - Unconference in Sheffield with attendees that included - northern power women and Doncaster Council.</p> <p>Keziah and co are going to release a book with Sage publishing – The “Women In Education” book. The book will include 7 women looking at education and leadership.</p> <p>EIDA 2017 Shortlisted.</p> <p>DFE engagement with grassroots. - Had some inspirational attendees. Support all women in any point in their career.</p> <p>International roots including, Holland and Germany - Broke up into regions.</p> <p>Have a blog where people get their voices heard on there. Over 20,000 people currently following them.</p> <p>Working extensively with national press, which included an article in Guardian recently about gender pay gap - Hoping momentum, will continue.</p> <p>CLLR Clare asked if they are working with governors if they could work with them. Keziah said some of the group are Governors and they are engaged. They just need engagement to continue.</p> <p>Keziah will continue the work she is doing and continue expanding the WomenEd Initiative.</p>	
3	Harassment at Westminster	<p>Helen Mott</p> <p>Helen explained she was made specialist advisor to a group of around 10 people regarding the recent sexual harassment issues that have gone to press that have been taking place in Westminster.</p> <p>Helen was appointed in November.</p>	HM

		<p>Helen said she has learned some interesting facts while undertaking the role including discovering the only people who should be dealing with a crime is the police.</p> <p>Helen stated the importance of specialist services – HR hotline to make sure there is special line that will be handled by appropriately trained personnel.</p> <p>Helen has also been working on helping victims look at other routes apart from just vengeance route.</p> <p>A report Helen’s group produced with key points has passed through parliament – Now there is a department with a new sexual misconduct policy and behaviour code etc. Helen said she is making progress but there have been issues. Helen mentioned learning points around specialist knowledge and expertise and was shocked at knowledge regarding certain expertise.</p> <p>Helen will continue her work in Westminster for a little longer.</p>	
4	<p>Inclusive Growth strategy and women’s equality</p>	<p>Duncan Laird, Arup Duncan gave a brief summary on the work his team is doing in regards to the One City Plan. Stated there are four project boards with the document in draft stage. Duncan stated his Intention to take the document to Cabinet in June. Had 12 one to ones with one city stakeholder in regards of a plan.</p> <p>Debra asked - Regarding a project she is starting with women in Lawrence Hill area, needs clarity which stakeholders Duncan has consulted. Action - Duncan to send list of stakeholders to Debra.</p> <p>Harriet – expressed she would like to highlight two groups – Disabled people and single mums and how this would be addressed. Action – Harriet to Liaise with Deepak or disability forum.</p> <p>Penny said she did not understand how they have written strategy without attending a women’s commission meeting. Attendees shared Penny’s opinion that Women’s Commission should have been contacted before the strategy was written. Duncan said Harrold Swift (project sponsor) could provide more details as to why the women’s commission was not contacted. Action – Cllr Hickman to contact Harrold Swift for more detail.</p> <p>Jude – Stated her annoyance at cost of growth strategy and disappointment Women’s Commission were not contacted, also saying no Councillor had been asked. Action - Jude to contact Harrold Swift for more information.</p> <p>Penny said they would like more input. Would like to see strategy and speak to all people involved in person putting it together and would like to arrange a meeting. People in attendance in favour of attending a meeting with the people involved in the Inclusive Growth process. Duncan said the draft is still in development;</p>	<p>DL</p> <p>DE</p> <p>HB</p> <p>MH</p> <p>JE</p> <p>PG</p>

		<p>consultation Is finished but still open for consultation. Project board has been full.</p> <p>Action – Penny to arrange meeting with project board and Duncan to send attendees the project board delegate list.</p> <p>Clare Campion Smith – Monday lunch time to put in statement for Council, thinks it will be worthwhile Bristol Women’s meeting expressing concerns they have. Have volunteer to draft? 12:00 Monday, short statement that says concerns of reference etc.</p> <p>Action – Diane and Cllr Hickman to provide short statement for Council meeting by 12:00 Monday.</p> <p>Action - Duncan to take concerns raised in the meeting back to his board.</p>	
5	Feedback from Women in Business event	<p>Camilla Rigby</p> <p>Camilla explained since the last meeting there has been international women’s day, wanted to do task groups about women in business and talk about the pay gap. Speakers included Debbie Wood, Alex Mayor (innovative approach to flexible working for men), Jo Feather and Jade Edwards. Hosted at 16:30 at UWE. Camilla Felt the event was very practical and mentioned Debbie from Pelican was good – reduced cost and are sourcing over 60% of new recruits via referrals.</p> <p>Other events – Camilla and Jane Harrington hosted an event at City Hall with two others to run a speed mentoring conference. Fewer people than expected attended due to the weather but were still able to mentor women regarding things like social media etc. Camilla received positive feedback and said it was an enjoyable event.</p>	CR
8	AOB	<p>Alison said it would be helpful if there was some support for Women’s democracy in Brexit environment. Penny said there is a</p>	

		<p>meeting regarding the issue coming up and there is a possibility Hannah Sturman could attend.</p> <p>Action – Contact Hannah Sturman.</p> <p>Action – Sue Arrowsmith to send some slides to all attendees of 'My First Mile' project that is launching in April.</p> <p>Jackie B asked if there was any progress of getting statue of women built in Bristol. Helen said Lottery Heritage Fund declined funding. Helen happy to share lottery fund notes if anyone wants to take it forward when an attendee has the time.</p> <p>Brief discussion of designing a statue themselves and whether UWE can help with designing process.</p> <p>Action – Any attendee to contact relevant UWE personnel.</p>	
9	Date of Next meetings	<p>11th May 1P05 9-11am</p> <p>6th July Writing Room 9-11am</p> <p>7th September Library 9-11am</p> <p>9th November Library</p>	