



Bristol Women's Commission  
Committed to achieving real equality for women in Bristol



## Bristol Women's Commission

### MINUTES

<b>Meeting</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>
Bristol Women's Commission	16.07.21	09.00	Zoom
<b>Attendees</b>			
Penny Gane (PG), Chair Bristol Women's Voice and Bristol Women's Commission Fiona Jordan (FJ), UWE Bristol Joanne Ward (JW), Chief of Staff and Clerk at City of Bristol College Sandra Gordon (SG), Bristol Women in Business Charter Victoria Matthews (VM), Business West Sue Arrowsmith (SA), First Bus Cllr Kerry Bailes (Cllr. KB), Labour Party Diane Bunyan (DB), Economy Task Group Lead Monira Chowdhury (MC), Health Task Group Lead Lorna Dallimore (LD), Avon and Somerset Police Zara Nanu (ZN), Chair, Women in Business Task Group Laura Williams (LW), Comms for BWC Sandra Meadows (SM), CEO Voscur Kalpna Woolf (KW), CEO BeOnBoard, Founder 91Ways Laura Beynon (LB), Co-Chair Education Task Group Anna Smith (AS), Chair of Women's Safety Task Group Andrea Dell (AD), BCC One City Cllr Lesley Alexander (Cllr. LA), Conservative Party			
<b>Apologies</b>	<b>Minutes</b>		
Cherene Whitfield (ChW), Equalities Team and Stepping Up Programme Manager Ann James (AJ), Service Director, BCC Helen Mott (HM), Independent Consultant Joanne Kaye (JK), Trade Union Congress Katy Taylor (KT), Director Bristol Women's Voice Sophie Fernandes (SF), UHBW Sarah O'Leary (SO'L), Co-Chair Health Task Group Councillor Helen Godwin (Cllr. HG), Labour Group Alison Hurley (AH), Service Director – Education & Skills	Lucy Ford (LF), ABS Business Support Officer (Minutes) Phoebe Burton (PB), ABS Senior Business Support Officer (Editor)		

### Agenda

#### 1. [9.00] Intros & Apologies

2. [9:05] **Minutes and Actions**
3. [9.15] **Updates: Chair's Update, Laura Beynon, Joanne Kaye & Phoebe Burton**
4. [9.40] **Women in Business: Kalpna Woolf, Zara Nanu, Sandra Gordon & Victoria Matthews**
5. [10:20] **Comms Update – Laura Williams**
6. [10:30] **Future Meetings – Location/Remote**
7. [10:45] **AOB**
8. [11:00] **Close**

<b><u>Action</u></b>	<b><u>Detail</u></b>	<b><u>Who</u></b>	<b><u>Status</u></b>
22	Send Call for Evidence to members to view	Phoebe Burton	Complete
23	Survey results for Task Group	Phoebe Burton	Complete
24	Look into an Open Letter	Laura Williams	Complete
25	Set up a SEV task Group	Katy Taylor	In progress
26	Invite Metro Mayor and PCC to commission meeting	Penny Gane	In progress
27	Send Charter workshop links	Diane Bunyan	Pending
28	Set up Education and Safety meeting to discuss SH in Schools	Phoebe Burton	In progress

New Action Points from today's meeting:

**AP29: Laura Beynon and Fiona Jordan to have a meeting to discuss liaising with Universities and Colleges about Sexual Harassment.**

**AP30: Laura Beynon and Lorna Dallimore to liaise about a representative from the police attending the next Sexual Harassment meeting.**

**AP31: Phoebe Burton to send out the new invites with the new dates and times for the September and November meetings for Bristol Women's Commission.**

**AP32: Monira Chowdhury to have a conversation with four contributors (Zara Nanu, Kalpna Woolf, Sandra Gordon & Victoria Matthews) about progressing their current work for Women in Business.**

**AP33: Phoebe Burton to circulate the statement sent to the Councillors and to include the links sent by Laura Williams in the circulation of today's minutes.**

<b><i>Agenda Item</i></b>	<b><i>Discussion Points/ Outcomes &amp; Actions</i></b>	<b><i>Actions</i></b>
1.	<p><b>Intros &amp; Apologies</b></p> <p>The Chair welcomed and thanked everyone for coming to the meeting and apologies were presented.</p> <p>The Chair reminded the attendees that if there is something that they want to contribute or which needs a decision, then ensure to say and not just put it in the chat, as the Chair cannot keep up with the chat during the meeting.</p>	
2.	<p><b>Minutes and Actions</b></p> <p>The Chair discussed the previous actions (please see action table attached).</p> <ul style="list-style-type: none"> <li>• The Chair confirmed <b>AP22</b> is complete as the Health Task Group sent a ten-page CFE list to the government.</li> <li>• The Chair also confirmed she will remind Mayor Marvin Rees of his action.</li> <li>• The Chair noted that <b>AP24</b> is completed as LW has created the Open Letter and will feedback on this during the meeting.</li> <li>• The Chair explained that with <b>AP26</b>, she has written a letter twice to the Metro Mayor to attend a meeting but has yet to receive a response.</li> </ul>	

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	<ul style="list-style-type: none"> <li>• The Chair did however confirm that an in-person meeting with the PCC will be taking place on August 17<sup>th</sup>, so she needs to know numbers.</li> <li>• PB highlighted that <b>AP27</b> is still pending as the workshop links has not been forwarded to her.</li> <li>• DB confirmed that she will resend the links and she explained that anyone as a signatory can sign up to the workshops and these workshops will take place in the Autumn.</li> </ul> <p>It was confirmed that there were no matters arising from the minutes, and everyone in attendance agreed to the previous minutes and the actions.</p>	
3.	<p><b>Updates</b></p> <p><b>Chair's Update</b></p> <ul style="list-style-type: none"> <li>• PG confirmed that there are four new councillors who will be attending the Bristol Women's Commission – Kerry Bailes from the Labour Party, Sarah Classick from the Liberal Democrat Party, Lesley Alexander from the Conservative Party and Ani Stafford-Townsend from the Green Party.</li> <li>• PG asked the attendees to confirm whether they can attend the PCC meeting on August 17<sup>th</sup> by putting this in the chat and to also let AS know of any questions they would like to ask.</li> <li>• PG also confirmed that a film of young men speaking out about sexist attitudes which was partly funded by BWC, UWE and CoBC will be going ahead.</li> <li>• PG explained that she took a statement about SEVs to Full Council, it was received well by the Councillors and there was a balanced article produced by Bristol 24/7 but since that article, there has been largely negative feedback which LW will update on later.</li> <li>• PG noted that LB and JK will feedback on their recent meetings.</li> <li>• PG highlighted that she had a positive meeting with Doug Claringbold who is the new Managing Director of First Bus, she was very reassured by the attitude he took to the issues raised and they also discussed the Transport Board and becoming a signatory to Women in Business Charter.</li> </ul> <p><b>Laura Beynon – Sexual Harassment in Schools Meeting</b></p> <ul style="list-style-type: none"> <li>• LB confirmed that she had an initial meeting with PG and individuals from Keeping Bristol Safe Partnership regarding Sexual Harassment in Schools.</li> <li>• LB explained that the situation is 22 schools were listed on the Everyone's Invited website, so each school need to understand why they are listed.</li> <li>• LB noted that the Police will deal with some of the reports submitted to the website.</li> <li>• LB expressed that each school context is different as she works at an All-Girls School and Sue Coombs works with a couple of the schools in the central area.</li> <li>• LB highlighted that there are many different angles the schools are approaching this from; one is the top-down policy, but another is how PHSE curriculum is delivered in the schools as PHSE is something they are working with across schools in terms of speakers.</li> <li>• LB also suggested that they want to listen to the students so the Education Task Group will benefit from helping the schools with resources and also with schools working with parents.</li> </ul>	



<b>Agenda Item</b>	<b>Discussion Points/ Outcomes &amp; Actions</b>	<b>Actions</b>
	<ul style="list-style-type: none"> <li>• LB expressed that she is not 100% sure how well circulated the police document has been.</li> <li>• LB also noted that the students who are not in education currently is something they need to think about.</li> <li>• LB confirmed that she has spoken to several colleagues who are not in the Bristol area who explained that they are pushing to try to get this in the junior schools.</li> <li>• LB highlighted that we work in the secondary arena and are working upwards, but maybe we need to work with juniors, both boys and girls, lower down rather than higher up.</li>   <li>• PG reflected that her own feelings was that it was a positive meeting and that a lot of work is going on.</li> <li>• PG noted that she was pleased to see how much they want to tackle this agenda and came away feeling positive.</li> <li>• PG explained that they are supporting a lot of schools, which is encouraging.</li> <li>• PG highlighted that one of the women said it was only part of her job and she was doing a huge amount.</li> <li>• PG ended the discussion by confirming that this was only a preliminary meeting and asked if people want to attend the next meeting, then to put this in the chat.</li> </ul> <p><b>Diane Bunyan– Councillor Survey Meeting Update</b></p> <ul style="list-style-type: none"> <li>• DB explained that they have looked at the responses to the questionnaire given to councillors regarding standing down and some quite shocking responses were received.</li> <li>• DB highlighted that JK has taken on writing the information up as a report, rather than individual responses.</li> <li>• DB noted that the idea was to raise it as a paper to be produced and suggest actions for the council to take and issues to raise with the political parties.</li> <li>• DB suggested one possibility is to have mentors for new councillors.</li>   <li>• PG expressed that it was good to see that we have a lot of women councillors after the previous election, but it is a shame that there are women who stood down.</li> <li>• PG confirmed that we couldn't send out the raw data as it was.</li> </ul> <p><b>Phoebe Burton – Times and Days of Commission</b></p> <ul style="list-style-type: none"> <li>• PB confirmed that the survey went out to all attendees regarding suggesting days and times for the Commission.</li> <li>• PB explained that the overwhelming response was Friday was not the best day, but the most popular day and time was Thursdays from 9:30am to 11:30am.</li> <li>• PB noted that we have dates in for September and November, but these will be moved back by a day and the invites will be sent out with the new dates and times.</li> </ul> <p><b>ACTION 31:</b> PB to send out the new invites with the new dates and times for the September and November meetings for Bristol Women's Commission.</p>	<p>PB</p>

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4.	<p><b>Women in Business</b></p> <p><b>1 Zara Nanu – Chair of Women in Business Task Group</b></p> <ul style="list-style-type: none"> <li>• ZN explained that they have been supporting Women in Business during the COVID recovery.</li> <li>• ZN confirmed that their focus has been on returning to work, the support packages from the government and the impact on Women in Business in Bristol.</li> <li>• ZN highlighted that the overwhelming view was the packages did not take women into account, therefore the impact is clearly lacking.</li> <li>• ZN noted that we have set out a few objectives, one was to work with the DWP to support women in work in Bristol.</li> <li>• ZN expressed that they have set up a Kickstart guide which is available online, which is designed to create more opportunities for women and women from other ethnic backgrounds in Bristol.</li> <li>• ZN discussed that they also want to support career growths and making sure there is a pathway available; this is more around leadership.</li> <li>• ZN also explained that they want to provide support for women who want to set up their own businesses as they want to increase the number of women who have started their own business.</li> <li>• ZN highlighted that outputs which have emerged is that we set up an event promoting women in business on International Women Day and four women came and shared their stories.</li> </ul> <ul style="list-style-type: none"> <li>• PG noted the huge amount of work.</li> <li>• PG then asked regarding what is happening with the gender pay gap.</li> <li>• ZN confirmed that the government did pause the gender pay gap legislation in March 2020, the government was about to review this and explained that it was going to be scrapped.</li> <li>• ZN explained that there were interviews, and it was clear where the questions were going; it was about costs.</li> <li>• ZN expressed that this has been postponed to October 2021, as a deadline.</li> <li>• ZN highlighted that they will not do penalties to companies who do not report their gender pay gap and she doesn't think the ethnicity piece will come in for a couple of years, but it is still important for Bristol to continue to report.</li> </ul> <p><b>2 Kalpna Woolf – Be on Board</b></p> <ul style="list-style-type: none"> <li>• KW shared her presentation on BeOnBoard.</li> <li>• KW confirmed that we have completed research and we need diversity, but we won't have equality until we change things at the top.</li> <li>• KW explained that a report came out this week that highlighted women will not catch up with men on the FTSE 350 boards until 2036, but we think it will be slower.</li> <li>• KW noted that for women of colour, this will be another 10 years behind.</li> <li>• KW suggested that we need to develop a sustainable pipeline by building a diverse work-pool and providing networking and peer mentoring.</li> <li>• KW expressed that these will be the people who will be making the decisions, but these will be also made equally.</li> </ul>	

<b>Agenda Item</b>	<b>Discussion Points/ Outcomes &amp; Actions</b>	<b>Actions</b>
	<ul style="list-style-type: none"> <li>• KW highlighted that we need to make sure everyone understands what we are talking about, so we have a dual role.</li> <li>• KW confirmed that we have 350 professionals on our database, even during the pandemic when we did networking events online and the skills from being on a board help you at a leadership level.</li> <li>• KW explained that it is important to continue to tell people that they are making a difference that is not in their area of everyday work.</li> <li>• KW noted that we work with 42 organisations, 29 which are in the voluntary sector, but we work with all sectors and have placed 20 trustees.</li> <li>• KW expressed that we need to be in those positions to make change.</li> <li>• KW ended her presentation by asking the attendees to get in touch.</li>   <li>• PG discussed that there are 350 professionals on their database and asked if there is something the Bristol Women Commission can do.</li> <li>• KW confirmed that boards are looking for all age groups with all types of skills, so look at your organisations and see who is up and coming.</li> <li>• KW noted that Bristol Women's Voice has all the women's possibilities, so it is about who you know and any organisations you are aligned with.</li> <li>• PG highlighted that we need to discuss ageism on boards as well.</li> </ul> <p><b>3 Sandra Gordon – Director of Charter CiC</b></p> <ul style="list-style-type: none"> <li>• SG confirmed that the Women's Commission's Women in Business Charter was set up in 2019 to be an effective move towards equality and to have seven goals to achieve.</li> <li>• SG explained that we set up a structure to achieve longevity and in March, despite lockdown, we wanted to set up as a CiC.</li> <li>• SG noted that we got 35 companies to sign up; 27,000 people are employed across these 35 companies with the biggest of them being Rolls Royce.</li> <li>• SG then went on to highlight some of the challenges.</li> <li>• SG expressed that our charter signatories have made progress and the general feedback has been regarding flexible working, with many success stories about being able to pivot and adapt.</li> <li>• SG highlighted that there are also changes to the way jobs have been advertised and the increase of available roles.</li> <li>• SG said that previously, to flexible work, a Business Case needs to be submitted, but now it is widely accepted.</li> <li>• SG confirmed that one company saw two women appointed two senior roles, so there certainly has been some progress in the last 12 months.</li> <li>• SG explained that most signatories have taken steps to create activities to support women and BCC also reported the Gender Pay Gap.</li> <li>• SG noted that because of one of the goals (Goal 6), some signatories have removed gender bias from their marketing.</li> <li>• SG expressed that by supporting women who are underrepresented, many companies have reported the implementation of mentoring schemes and we have invited three people to become Ambassadors of the Charter.</li> </ul>	

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	<ul style="list-style-type: none"> <li>• SG highlighted that we have set up online events, the next online event will be 3<sup>rd</sup> August and the next public event will be in October, focusing on intersectionality.</li> <li>• SG discussed that we are working with our signatories to strive for an inclusive workplace and a university student has offered to do some research into this, which will help to facilitate contacts, as we want to encourage as many companies as possible to sign up to the Charter.</li> <li>• PG asked if they are looking at the gender pay gap and whether a survey on the number of women on boards has been completed.</li> <li>• SG confirmed that we have not, but our data is based on 35 companies and we think that having a framework to operate from will help the signatories.</li> <li>• MC expressed that thinking from the NHS perspective, 30-40% of our executive directors are women, as women progress up, the opportunities decrease but for men, it increases.</li> <li>• MC explained that we do a lot of equality reporting and noted that she is the co-chair of the equality group of Healthier Together.</li> <li>• MC highlighted that there is a big work we can capture, so it may be worth having a conversation to discuss progressing this further.</li> <li>• KW noted that we work in different areas and Bristol is a big place, so in some places there is limited change, but other places, there is real change.</li> <li>• KW confirmed that we can cite your organisations but for BeOnBoard, we are focusing on women and women of colour, so this is why the progress is slower.</li> <li>• ZN agreed that one common thing we need to do is to come together on the Business side and look deeper into the data.</li> <li>• ZN expressed that it is about having these conversations, as the data is saying this is sustainable and so we will help get people onto boards.</li> </ul> <p><b>4 Victoria Matthews – Perspective from Business West</b></p> <ul style="list-style-type: none"> <li>• VM explained that our main priority is supporting businesses during the Pandemic was ensuring that the government support is adequate and continue to work across the local, regional, and national partners.</li> <li>• VM noted that one of the main functions is to lobby on businesses' behalf and recently we have managed to successfully lobby the small business minister.</li> <li>• VM highlighted that we have had meetings with the Metro Mayor and held hundreds of events.</li> <li>• VM expressed that moving forward, we are focusing on the economy recovery and what sectors we need to rebuild.</li> <li>• VM confirmed that she now sits on the Bristol One Community Board.</li> <li>• VM noted that they are now working with local and national partners to scrap the current ambiguity, which will be interesting to revitalise Bristol City Centre.</li> <li>• VM suggested how we can support moving forward, as we work closely with BeOnBoard and she recommends sitting on a board.</li> <li>• PG ended the discussion by highlighting that it has been good to have the four different perspectives and bringing the four of you together has been worthwhile.</li> </ul>	

<b>Agenda Item</b>	<b>Discussion Points/ Outcomes &amp; Actions</b>	<b>Actions</b>
	<p><b>ACTION 32:</b> MC to have a conversation with four contributors (ZN, KW, SG &amp; VW) about progressing their current work for Women in Business.</p>	<p>MC, ZN, KW, SG &amp; VW</p>
<p>5.</p>	<p><b>Comms Update: Laura Williams</b></p> <ul style="list-style-type: none"> <li>• LW fed back that it has been a very busy time, as she has 24 days over the year for Bristol Women Commission Comms with 4 or 5 days spent on SEVs, so it has been pretty hectic.</li> <li>• LW confirmed that the consultation has not launched yet, but there has been a lot of noise on social media which has been picked up.</li> <li>• LW explained that we sent out a statement highlighting our position, we have also a FAQ section on the BWC section of Bristol's Women Voice website.</li> <li>• LW highlighted that we have put an opinion piece discussing the negative impact of pitting women against women.</li> <li>• LW noted that the coverage has been very one-sided and only discussed the direct impact on SEVs, but we have only been contacted by one journalist, despite 20 articles being produced.</li> <li>• LW expressed that the Bristol Women's Commission was accused of misogyny by sex workers in the Bristol 24/7 article, so we submitted a response to this.</li> <li>• LW confirmed that Bristol Live has offered us to do a piece which was submitted today and will be uploaded this weekend.</li> <li>• LW explained that we cannot get embroiled in the press and social media as we do not have the money to do so, but instead focus on the councillors.</li> <li>• LW highlighted that we have created a letter for the councillors which includes two briefings, as employment is not an issue for licensing to look at; this was sent out around the same time as PG providing the statement to full council.</li> <li>• LW noted that there will be a video coming out soon, however she is not spending inordinate amounts of time on the social media currently as she only has 15 minutes per day for the Bristol's Women Commission social media.</li> <li>• PG agreed that there is no point engaging in the social media argument.</li> <li>• LW expressed that Helen Mott met with the Bristol Sex Workers Collective recently and AS has also met with them, but they have reported that we have refused to meet with them.</li> <li>• LW explained that Helen Mott was under the impression she was only meeting with one but there was actually a group as part of an international piece by the Daily Beast.</li> <li>• LW highlighted that as Commissioners, everyone needs to be aware about what was shared with the councillors.</li> </ul> <p><b>ACTION 33:</b> PB to circulate the statement sent to the Councillors and to include the links sent by LW in the circulation of today's minutes.</p> <ul style="list-style-type: none"> <li>• PG noted that once the consultation starts, we will need support</li> </ul>	<p>PB &amp; LW</p>

<b>Agenda Item</b>	<b>Discussion Points/ Outcomes &amp; Actions</b>	<b>Actions</b>
	<p>from organisations around the table if people can offer it, as we have got a lot of research and information to support what we say.</p> <ul style="list-style-type: none"> <li>• PG confirmed that we are trying to find out how the consultation will work, so there is a lot to iron out.</li> <li>• PG ended the update by thanking LW for her work on this, as she has gone above and beyond.</li> </ul>	
6.	<p><b>Future Meetings – Location/Remote</b></p> <p>PG asked the attendees during LW's Comms update to decide whether we will have the future meetings in person or remotely and to put your preference in the chat.</p> <p>PG expressed that it will be helpful to have everyone's views.</p>	
7.	<p><b>AOB</b></p> <p>PG ended the meeting by thanking the attendees and contributors for their attendance and contribution today.</p>	
8.	<p><b>Close of Meeting.</b></p>	

**Actions:** Please refer to the separate Action Table Document which has been updated to reflect actions from this meeting.

### Meeting Chat:

09:02	From Victoria Matthews: Morning all – Victoria Matthews, Initiative Manager from Business West
09:02	From Sandra Meadows – VOSCUR: Sandra Meadows – CEO @ Voscur
09:02	From Diane Bunyan: I'm Diane I'm the convenor of the Women and Economy Task Force.
09:02	From Lorna Dallimore: Inspector Lorna Dallimore – North Bristol Neighbourhood Manager - Police
09:02	From Sue Arrowsmith: Morning all – Sue Arrowsmith from First Bus
09:02	From Kerry Bailes: Kerry Bailes, labour councillor for Hartcliffe and Withywood
09:03	From Joanne Ward: HI all – Joanne from City of Bristol College
09:03	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: Monira Ahmed Chowdhury North Bristol NHS Trust head of Equality, Diversity & Inclusion (she/hers)
09:03	From Kalpna Woolf – 91 Ways: Kalpna Woolf - 91Ways and BeOnBoard
09:04	From Laura Williams <a href="mailto:laura@cnp.org.uk">laura@cnp.org.uk</a> : Laura Williams – freelance comms for Bristol Women's Commission
09:05	From Sandra Gordon: Morning Sandra Gordon Bristol Women in Business Charter <a href="http://www.Bristolwomeninbusinesscharter.org">www.Bristolwomeninbusinesscharter.org</a>
09:05	From Anna: Anna Smith One25 and VC
09:11	From Joanne Ward: yes, to PCC meeting
09:11	From Laura Beynon: I am not able to attend the PCC – apologies
09:11	From Kalpna Woolf: I am away on August 17th. Apologies.
09:11	From Diane Bunyan: I can probably come to the PCC meeting.
09:11	From Lorna Dallimore: I'm really disappointed to say I'm on AL so won't be able to attend
09:11	From Fiona Jordan: I am able to attend the meeting with PCC. Will need to think about questions

09:11	From Anna: Here's my email if you want to put agenda items forward for the PCC meeting <a href="mailto:anna.smith@one5.org.uk">anna.smith@one5.org.uk</a>
09:12	From Kerry Bailes: I will probably be able to go to the meeting, but I'll have my son with me
09:12	From Sandra Meadows – VOSCUR: Also, on leave so unable to attend 17th Aug
09:13	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: I may be available, dependent on agenda
09:15	From Lesley: Can Come
09:30	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: all very positive
09:30	From Laura Williams: Link to flowchart Lorna was referring to: <a href="https://www.npcc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20the%20police%20guidance%20for%20schools%20and%20colleges.pdf">https://www.npcc.police.uk/documents/Children%20and%20Young%20people/When%20to%20call%20the%20police%20guidance%20for%20schools%20and%20colleges.pdf</a>
09:31	From Kerry Bailes: the link doesn't work from my browser. I'd love to be involved in the meetings
09:33	From Fiona Jordan: Definitely keen for UWE to be part of those discussions Having trouble with my internet so will leave and re-join to see if that helps
09:36	From Phoebe Burton Admin: September Thursday 23rd, 09:30-11:30am and November Thursday 25th, 09:30-11:30am
09:45	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: we're doing our GPG return by 5 Oct NHS still doing equality data reports i.e., GPG, WRES, WDES
09:51	From Kerry Bailes: I completely agree Kalpna
10:00	From Zara Nanu: excellent! great presentation!
10:02	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: excellent work, important to increase pool from same few people can presentation be sent out? ageism mainly aimed at women, not men
10:12	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: what is involvement of NHS in charter? there are different challenges
10:12	From Joanne Ward: apologies - I am having wi-fi problems I think because we're back to home schooling again!
10:22	From Fiona Jordan: Yes, we need to look at the talent pipeline and full career paths for women in different professions
10:22	From Diane Bunyan: The responses on flexible working that Sandra identifies are really interesting - I wonder how that is reflected across other employers We are beginning to get some information about women having to leave employment over the summer due to lack of childcare.
10:26	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: FYI NBT still working with women's work lab this year, increasing from 2 to 4 placements apologies I will be leaving around 10:30
10:27	From Fiona Jordan: Yes, it's been really interesting to hear about the work in all four of these areas. So much good work going on
10:27	From Diane Bunyan: While I know that socio economic background isn't a legal protected characteristic it would be interesting to look at how some measure of this could be incorporated into a consideration of intersectionality. The Civil Service have been looking at this and I know other organisations have been too for example Watershed on employment and board membership.
10:27	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: excellent
10:27	From Anna: In person
10:28	From Sue Arrowsmith: In person if possible
10:28	From Monira Chowdhury (North Bristol NHS Trust) [she/her/hers]: on-line also easier due to saving commute time
10:28	From Lorna Dallimore: online as it gives me more capacity
10:29	From Andrea Dell (City Office): I am happy either way (I am in City Hall so feel a bit unfair pushing for that option as I would only have to walk downstairs!)
10:29	From Fiona Jordan: Online is easier to fit into the diary as I don't need commute time

10:29	From Kerry Bailes: stay working online, I have caring responsibility for my autistic son
10:31	From Lesley: Lesley
10:31	From Victoria Matthews: Happy either way but we now have a policy to try to reduce our carbon footprint so ideally online if possible as it saves commuting time, travel costs etc.
10:31	From Fiona Jordan: As there seem to be different opinions maybe a mixed economy - i.e., alternate meetings one F2F and then one online?
10:39	From Anna: I need to leave this meeting at 10.45 - my apologies. I am going on leave today and have a call at 11am that I need to prepare for. Happy summer everyone