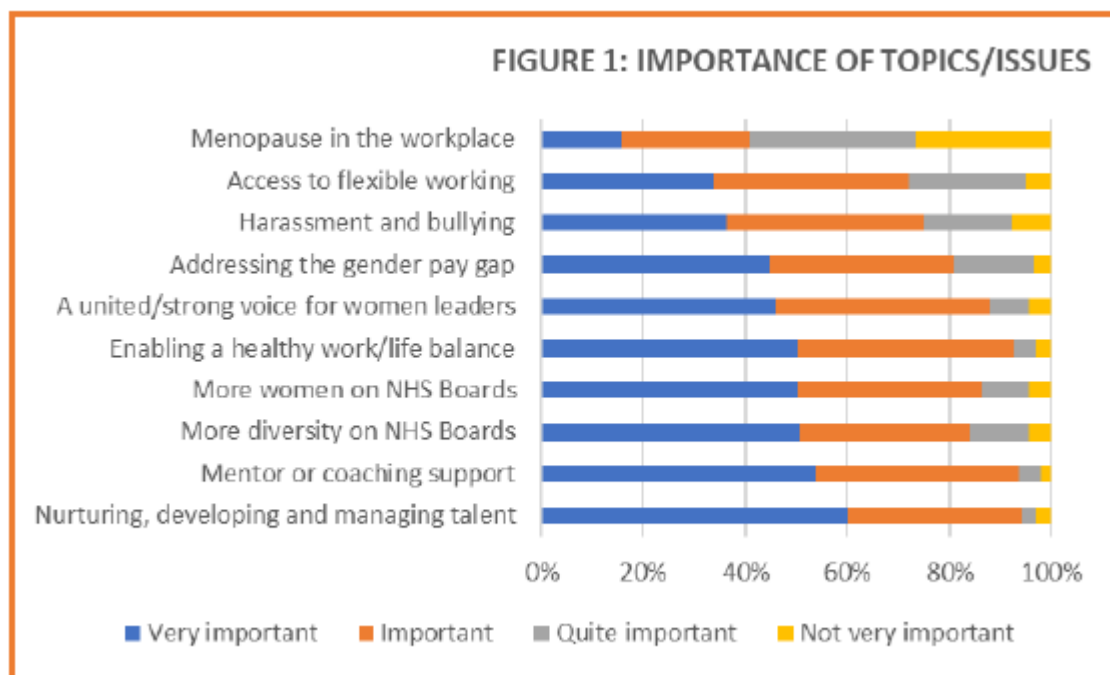


## Health & Care Women Leaders Network - Member survey findings 2018

### Executive summary

Our survey had 142 responses, 60 per cent of responses were from senior leaders and 40 per cent were from aspiring leaders. Broadly, one third had belonged to the network for more than a year; one third for 6-12 months; and one third were newer members.

Our members are interested in the broad agenda of topics related to women leaders in the health and care sector. Topics considered most important were nurturing, developing and managing talent (with 97 per cent of respondents rating it extremely important or important) and mentor and coaching support (96 per cent). However, all the following topic areas were rated extremely important/important by more than 75 per cent of respondents: more women on NHS boards; more diversity on NHS boards; gender pay-gap; flexible working; a strong-united voice for women; healthy work-life balance; harassment and bullying.



Menopause in the workplace was rated as extremely important/important by 41 per cent; rising to 55 per cent of those aged over 45. Aspiring leaders put a notably stronger focus on gender pay gap with 54 per cent rating this as extremely important.

We asked our members about the impacts of belonging to the network. Most commonly identified was having been helped to learn from/be inspired by the career stories of other women leaders. It was also identified that membership had helped our members become more confident about planning or progressing their leadership role; make valuable contact with others and better support or encourage other women into leadership roles.



@hcwomenleaders



women.leaders@nhsemployers.org

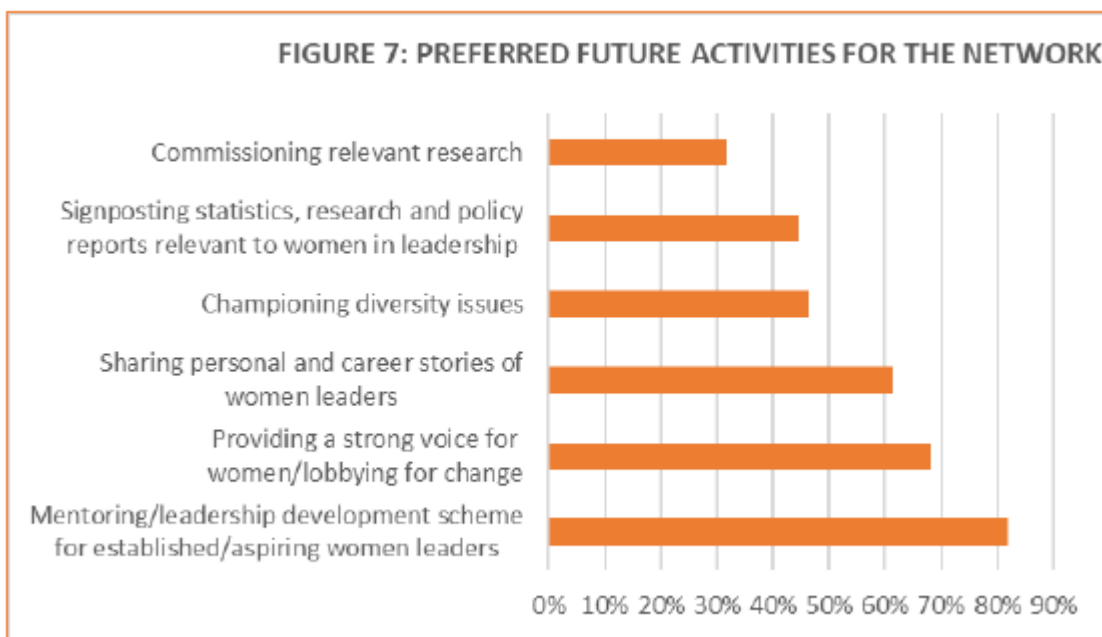


www.nhsemployers.org/womenleaders



Our aspiring leaders said membership had helped them become more confident about planning or progressing their leadership role. Our senior leaders more frequently identified impact in terms of helping them ‘better support and encourage others’ and in their role as a mentor.

In terms of **activities** for the Health and Care Women Leaders Network to focus on in the future, there was very strong interest in a network-run or enabled mentoring or leadership development scheme. This mirrors the value put on these activities by those who have experienced them, with 62 per cent saying that mentoring/coaching and 67 per cent saying that leadership development had been important in supporting their careers thus far.



Members also wanted the network to continue to provide a strong voice for women/lobbying for change and to ‘share personal and career stories.

In terms of **subject areas** for future focus, mentoring and coaching support was most popular (73 per cent) followed by nurturing, developing and managing talent (61 per cent) and a united and strong voice for women (57 per cent). Around one-third chose each of flexible working, gender pay gap and more women on NHS boards.

Our members told us the most significant barrier to career development experienced thus far was lack of confidence/self-belief (73 per cent). Lack of women in senior roles who act as role models was also important (46 per cent) as well as being held back/excluded from participation (43 per cent) and poor career development opportunities (40 per cent).



@hcwomenleaders

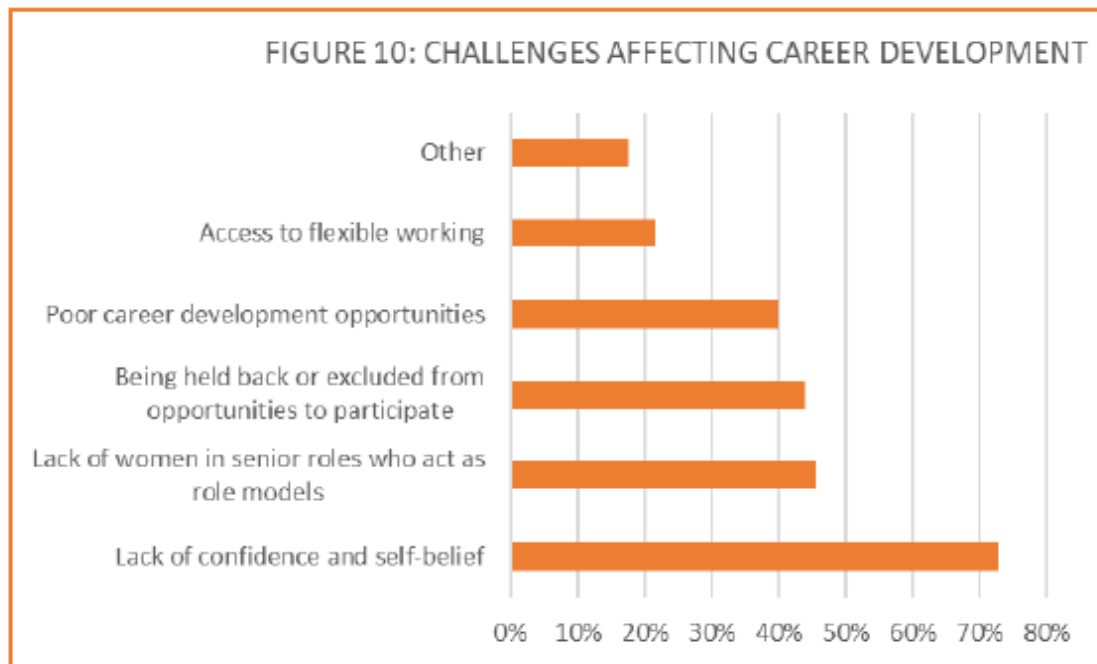


women.leaders@nhsemployers.org



www.nhsemployers.org/womenleaders





There is a good level of commitment to the network from both senior and aspiring women leaders. Many are interested in participating in a leadership or mentoring scheme as a mentor; or as a learner or mentee and there was also a positive level of interest in contributing to events, local networks and representing the network to the wider world.

The membership was split on whether men should be able to join the network, with strong views for and against. The main argument against was that there was a need for a 'safe' woman-only space. However, amongst those who did not feel that men should belong, there was a recognition that it was important to engage with male leaders and influencers to achieve culture change, perhaps as speakers or contributors to events.

