



Draft Action Plan from Café style discussions held on 4th February 2010

'Improving Women's Lives in Wolverhampton' Action Plan

During 2009/10 WOW worked with other communities of interest to identify priorities for women in Wolverhampton through two conferences, entitled 'Women's Lives in Wolverhampton', one held in July and another in February of this year. The July event covered a number of key themes including health, personal and community safety, women at work, education, domestic responsibilities and women in positions of power and was the subject of a WOW Report (copies available on request). The February event took 4 key themes highlighted in July – **Health, Personal and Community Safety, Rights at work and Life/Work Balance** one step further and considered these themes within a series of workshops focussing on women with disabilities, older women, LGBT women, socio-economic disadvantaged women and BME women.

Underpinning all of this were considerations of gender inequality, power and decision making.

The workshops held in February produced a list of actions within the key themes which the women attending thought could improve women's lives in our City. The actions were listed as either 'quick wins', 'intermediate actions' (achievable within 1-2 years) and 'longer term aspirations'. These actions have been grouped under the 4 key themes although a number of them – such as 'more women Councillors' are really part of wider considerations of 'who decides'?

The action plan needs to be seen within the wider equalities agenda and clearly some suggested actions would improve life for everyone and are not gender specific. However, we have tried to focus on issues of particular concern to women even when they are of more general concern e.g. fear of crime and feeling safe.

WOW wants to use an action plan to campaign, lobby decision makers and try to make a positive difference for women in Wolverhampton. In order for the action plan to have credibility we need to take into account as many views as possible and we are therefore asking women and women's groups in the City to read the draft action plan (which came from the 4th February event) as attached and send in comments, amendments, additions and suggestions so that the plan can be refined and perhaps made shorter and more focussed in the light of this wider consultation.

This consultation will end on the 21st May and an 'Improving Women's Lives in Wolverhampton' Report with action plan can then be launched in June. We hope to recruit a Women's Forum to monitor the plan on a quarterly basis and to ask decision makers to work with women in the City to make progress against these agreed actions.

Together we can make a difference to women in our City but we need your support – please find time to look through the draft Action Plan and respond to chris.irvine@wowonline.org.uk by 21st May 2010

Chris Irvine (WOW Coordinator)

1. Health

What Needs to happen - Actions (Who needs to take this forward?)

Quick Wins	Medium Term 1-2yrs	Aspirational/ Longer Term Aims
<p>1.Improve collecting of City statistics – especially disaggregating by gender, BME , age , sexual orientation, faith etc. (City Council, PCT, WRHT, Police, University etc.)</p> <p>2. More women-only activities in the community (LNPs, Youth Service, Adults and Communities, Wolverhampton College, WVSC, WNC)</p> <p>3. More Community based provision of health services especially aimed at prevention and including services specific to needs eg LGBT, BME, Older, younger women. (Wolverhampton PCT)</p> <p>4. Challenge to health and social care professionals regarding how women with disability are viewed. Statutory and Voluntary sector need to include women in their publicity and media images (Cath Cunningham to take back to PCT. WOW to raise with Council, Third Sector and through the LSP)</p> <p>5. More confidence building activities and courses - Disability, older, younger women and for all women. (WNC, WVSC, Communities of Interest, LNPs)</p> <p>6. Information leaflets distributed for what is already on offer to support specific groups of women eg older, BME,LGBT.(PCT, Council, WVSC, WNC, LNPs)</p> <p>7. Improve PSHE including sex and relationships education in schools. Start younger and use peer educators. Make more interesting (Schools, Youth Services, CYP Service)</p> <p>8. Review PCT/LA policies re LGBT, BME, Women (Communities of Interest)</p>	<p>1.More understanding of issues around BME young peoples mental health (PCT, BME Network)</p> <p>2. Research on BME women’s health issues. (PCT, BME Network, CYP, TPU, WOW)</p> <p>3.GP’S more user-friendly and make better use of them. (PCT)</p> <p>4.Better training for health professionals in dealing with issues for disabled women – Use of Expert Patient Programme. (PCT, Disability Network)</p> <p>5.Establish a Befriending service within local communities to address issues for isolated, older women. (LNPs, Adult and Communities)</p> <p>6.Tackle Teenage Pregnancy by using peer education – what it means to be a young mum eg.real information about housing situation (Schools, PCT, CYP Service, Youth Service, Teenage Pregnancy Unit)</p>	<p>1.Improve Care System for older people- better care, better funding (Government, Council)</p> <p>2.Better deal for carers (Government, Council)</p> <p>3. Marginalised groups viewed in more positive light rather than as a burden, which also applies to Older and young women, BME, LGBT, Disabled women. (Media, Government, Voluntary and Community Sector, Communities of Interest)</p>

2. Personal and Community Safety

What Needs to Happen - Actions (Who Needs To Take This Forward?)

Quick Wins	Medium Term 1-2yrs	Aspirational/ Longer Term Aims
<p>1.Target activities on local communities where bullying of disabled, LGBT, BME women is prevalent (LNPs, C&YP,Schools, Adult and Communities, Communities of Interest)</p> <p>2. Use of cameras on buses including monitoring (WMPTA, National Express)</p> <p>3. Education to women on ‘keeping Safe’ eg Self defence classes (LNPs, Police, Community Centres, Schools)</p> <p>4. Issue women with sound alarms etc (Police, Safer Wolverhampton Partnership, LNPs)</p>	<p>1.Work to reduce discrimination and promote understanding of equality in Schools through PSHE etc. (Schools, CYP)</p> <p>2. Better lighting in some areas (Wolverhampton City Council, LNPs)</p> <p>3. Funding to support women who have been or may become victims of crime including domestic violence (Government, Council, Police, V & C Sector including The Haven to deliver programmes)</p> <p>4. Community Education for women on keeping safe (LNPs, The Haven, DVF, Police)</p> <p>5. Raise awareness of disability issues on public transport and train staff to better deal with incidents (WMPTA, National Express)</p> <p>6. Raise awareness of disability issues amongst taxi firms/training for taxi drivers (Taxi firms, Wolverhampton Licensing Committee)</p>	<p>1. Tackle Alcohol Abuse, binge drinking (Government, PCT, Licensing(City Council))</p> <p>2. Tackling Domestic Violence by looking for underlying reasons, empowering women (Government, WOW, DVF, The Haven)</p> <p>3. Stronger punishments for perpetrators of DV and more support for women through the courts (Legal System (Judges, magistrates). (The Haven, DVF, Council and Government funding)</p> <p>4.Equality Issues to be part of teacher training curriculum especially LGBT (Government)</p>

3.Rights at Work

What Needs to Happen - Actions (Who Needs To Take This Forward?)

Quick Wins	Medium Term 1-2yrs	Aspirational/ Longer Term Aims
<ol style="list-style-type: none"> 1. Make women more aware of their existing rights at work. (DWP, Job Centre, WOW, V & C Sector) 2. More confidence and self-esteem courses for women (Women Take Part, V & C Sector, Job Centre) 3. Better, less stereotyped careers advice for girls and women (Schools, Careers Advice, Job Centre, Employers, WOW) 	<ol style="list-style-type: none"> 1. Encourage Employers to introduce more flexible working (Public Bodies through GES, Chamber of Commerce, WOW to champion) 2. Promote female role models at work to challenge macho culture (WOW) 3. Raise profile by Award Scheme for good employers (WOW) 4. Enforce DDA (Disability Network, WVSC, Physical and Sensory Impairment Board, Council (Access Officer) 5. Raise profile of disabled women through Disability Awards (Disability Network, WVSC, Physical and Sensory Impairment Board, Council (Access Officer, One Voice) 6. Include information about Equality at Work in PSHE lessons (Schools, WOW (Provide information to Schools)) 	<ol style="list-style-type: none"> 1. More flexibility in the workspace- working hours, childcare, home working (Government, Employers, Trade Unions, WOW (campaigning)) 2. Equal Pay including for women including those with disabilities (Government, Council (Single Status), Employers, Trade Unions, WOW, Disability network, EHRC (campaigning)) 3. Make economically more viable for working mothers eg childcare, tax system (CYP, Government) 4. Better representation for women at all levels in the City Council including Directors, Senior management Team. (BME Network, Council) 5. More Women BME councillors, BME people on committees. (This applies to representation of women generally) (BME networking; citywide BME council; WOW, Political Parties) 6. Breaking stereotypes at work and in choosing careers (Schools, Careers Service, colleges, University, media, WOW)

4. Life/Work Balance

What Needs to Happen - Actions (Who Needs To Take This Forward?)

Quick Wins	Medium Term 1-2yrs	Aspirational/ Longer Term Aims
<ol style="list-style-type: none"> 1. Support Networking amongst women in the City. (WOW, Women's Groups, C of Interest) 2. WOW to contact women within LGBT Network to ask their views (WOW/LGBT Network) 	<ol style="list-style-type: none"> 1. Develop Awareness Raising Strategy for LBT Issues in Wolverhampton (LGBT/WOW Networks) 2. Develop a strategy for offering support to young women so that they feel able to 'come out' (LGBT/WOW Networks, CYP Service, Schools, Youth Service) 3. Develop work with prominent 'out' LBT women and use as role models (WOW/LGBT Network) 	<ol style="list-style-type: none"> 1. High profile organisations to promote positive images of women including women with disabilities, BME women, Lesbian, Trans, older, younger women (C of I working with local media, Council marketing, LSP) 2. Change People's attitude to disability (see above). This can apply to other women (BME, LGBT, Older, Younger women) (C of Interest, LSP, Media) 3. Encourage men to take part in home, childcare duties – need men's work arrangements to be flexible too (Government, Employers, LSP, Women)

Glossary

BME	Black Minority Ethnic
CYP	Children and Young People's Partnership
DDA	Disability Discrimination Act
DVF	Domestic Violence Forum
DWP	Department for Works and Pensions
EHRC	Equality and Human Rights Commission
GES	Gender Equality Scheme
LA	Local Authority
LGBT	Lesbian, Gay, Bisexual and Trans Gender

LNP	Local Neighbourhood Partnership
LSP	Local Strategic Partnership
PCT	Primary Care Trust
PSHE	Personal and Sexual Health Education
TPU	Teenage Pregnancy Unit
V & C	Voluntary and Community
WMPTA	West Midlands Passenger Transport Authority
WNC	Wolverhampton Network Consortium
WRHT	Wolverhampton Royal Hospital Trust
WVSC	Wolverhampton Voluntary Sector Council