

## Women's network at Berkshire Healthcare video transcript

0:00:00.240,0:00:07.760

I am a working mum. I am a military wife. I am  
a women's health advocate. I am an ally. For me,

0:00:07.760,0:00:11.840

the Women's Network is incredibly important.  
It's an opportunity to champion, challenge,

0:00:11.840,0:00:16.400

and celebrate women in the workforce and across  
healthcare. What's important to me about the

0:00:16.400,0:00:21.920

Women's Network is that it's an inclusive space  
and anyone that identifies as a woman or an ally

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can join and be part of the conversation. As an  
organisation, we are actively listening to the

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voices of women, the challenges that  
they're going through and trying to improve

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that. I would consider joining the women's  
network at Berkshire Healthcare because I

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think it's a really great place to  
discuss some of the challenges and opportunities

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that we've got as an organisation to  
make Berkshire Healthcare an even greater place

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to work for women. I've recently returned from  
maternity and I'm facing some of the

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challenges that I know lots of women have faced  
before me. thinking about what that means for

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career progression and thinking about how to  
navigate in that space. I wanted to join the

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network as I've always been interested in hormone  
health. When I was much younger, I had surgery on

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my ovaries and that really impacted me at the  
time. But since then, I've also been supporting

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staff with their own struggles. Whether that be  
having flexible time to help with child care

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or whether that's discussing any maternity pay and  
returning to work or whether it's supporting them

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with their own hormone health and their struggles.  
What I love about the network is our ability to be

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inclusive to a range of experiences and topics.  
Be that menopause and the associated

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symptoms that may be around miscarriage and baby  
loss. It may be around identifying as a woman and

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some of the challenges that might bring you.  
and the fact that the vast majority of incidents

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reported within the trust in relation to sexual  
safety are against women. And we're also here to

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support and champion the voice of single parents  
in the workforce. It makes sure that actually you

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know your feelings are being heard. You know  
you've got support from someone and just for

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someone else to say I hear you is really really  
important. Equality is important in the women's

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network especially when we're looking at career  
progression. We know that the workforce is around

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83% women in the whole of Berkshire Healthcare.  
So, we really need to think about where people

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are progressing to and whether there's women in higher positions. The Women's Network gives us the

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opportunity to first and foremost champion the voices of women, women in healthcare and women

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in our workforce to make sure that their voices are really heard and that their experiences

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count. It gives us the opportunity to challenge wider societal barriers that they face

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in their daily lives. is about celebration of the range of experiences and shared

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knowledge that the diversity of a mixed gender workforce and women specifically can

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bring to the healthcare setting. I'd say don't hesitate because it gives you that safe community

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to be able to share your experiences or maybe you'll just learn something new. It's a

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great space to have those conversations. Come along and be part of something really

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exciting and have a chance to be part of a

collaborative voice for women's equality.