

International Women's Day 2022 PROGRAMME



	Tuesday 8 th March	Wednesday 9 th March	Thursday 10 th March
10:00		Session Four LPT Women's Network - Bias in a Safe Place Meeting Link	
11:00			
12:00	Session One Introduction to International Women's Day Meeting Link	Session Five Being a Soroptimist (Anne-Maria Newnham) Meeting Link	Session Eight The Beautiful Game? (Rachel Stowell) Meeting Link
13:00			Session Nine Break the Bias Coffee & Chat (Asha Day) Meeting Link
14:00			Session Ten Stories we Tell Ourselves (Sharon Murphy) Meeting Link
15:00	Session Two Unconscious Bias (Roisin Ryan) Meeting Link	Session Six I find this difficult (David Williams) Meeting Link	
16:00	Session Three You are the Traffic (Anne Linsell) Meeting Link		Session Eleven IWD Roundup (Gemma Barfoot) Meeting Link
17:00			
18:00			
19:00		Session Seven Break the Bias Twitter Chat (Sam Wood)	Session Twelve Break the Bias Twitter Chat (Sam Wood)

SESSION BRIEFS

Session One - Introduction to International Women's Day and #breakthebias

Date: Tuesday 8th March, 12:00 – 13:00

Speaker: Sarah Holliehead, Sharon Murphy and Sam Wood

Chair: Sam Wood

Audience: All

Brief: In this introductory session we will talk to you about the LPT Women's Network and the various work streams that are underway. We would like to talk about the priorities for the network for the coming year, raise awareness and share learning. The theme for International Women's Day this year is #breakthebias and we will talk about what that means to us.

Session Two – Unconscious Bias

Date: Tuesday 8th March, 15:00 – 16:00

Speaker: Roisin Ryan

Chair: Sam Wood

Audience: All

Brief: We all make automatic assumptions about other people, but are we aware of the impacts these have on our colleagues, patients and service users? As we work to #breakthebias, this session will explore how we can recognise, admit, and ultimately tackle our unconscious bias, and how we can hold ourselves and others to account, making sure LPT is a fair place to work and receive care.

Session Three – You are the Traffic

Date: Tuesday 8th March, 16:00 – 17:00

Speaker: Anne Linsell

Chair: Sam Wood

Audience: All

Brief: Women are still vastly outnumbered by men in the Armed Forces. The aim is for women to account for 30% of intake by 2030 rather than 30% of total personnel. Anne has worked in the forces and civilian life. In this session she will talk about the challenges she has experienced in both and how the two worlds have been different in terms of bias.

Session Four - LPT Women's Network - Bias in a Safe Place

Date: Wednesday 9th March, 10:00 – 11:00

Chair: Sam Wood and Sarah Holliehead

Audience: Women Only

Brief: A discussion area for women to share their experiences, ask for advice from peers, or tell funny stories. Do you find that you aren't listened to because you are female? Do you feel judged by other women or men? Do you find that tradesmen only want to talk to the "man of the house"? Please come along and share your stories in this safe place. This session will not be recorded.

Session Five – Being a Soroptimist

Date: Wednesday 9th March, 12:00 – 12:30

Speaker: Anne-Maria Newnham

Chair: Sarah Holliehead

Audience: All

Brief: Some of you may remember Anne-Maria from her days as Executive Director of Nursing at LPT. Today she is coming along to talk to us about being a Soroptimist. Founded in 1921, Soroptimist International is a global volunteer movement with a network of around 72,000 club members in 121 countries. Advocating for human rights and gender equality, at the heart of Soroptimist International's advocacy is its work across seven UN Centres, where UN representatives ensure that the voices of women and girls are heard. The membership work on grassroots projects that help women and girls achieve their individual and collective potential, realise aspirations and have an equal voice in communities worldwide.

Session Six – I find this difficult

Date: Wednesday 9th March, 15:00 – 16:00

Speaker: David Williams

Chair: Sam Wood

Audience: All

Brief: Gender equality is not a female issue; it is crucially a social and economic issue. It's vital that we include men in our conversations. After all, they make up about half of the global population! The best way to move conversation to action is to include all of us in the equation. This International Women's Day we have asked David Williams to reflect on how he treats the people he works with (all genders). Has he challenged himself to be open and patient to discussions of feminist matters? Has he thought about how he could make team LPT more equal and fair? Come along to the session and get involved in the conversation.

Session Seven - Twitter Chat on Women, Career, Families and Children

Date: Wednesday 9th March, 19:00 – 20:00

Chair: Sam Wood

Audience: All

Brief: An equal world is an enabled world. Join us as we celebrate women's achievement, raise awareness against bias and take action for equality. Everyone has a part to play. Now, more than ever, there's a strong call-to-action for being equal. This is a call to motivate and inspire colleagues to think, act and be the leaders needed to create an even more inclusive future for Leicestershire Partnership NHS Trust. Join us for an unmissable online panel discussion with female leaders who are passionate about gender equality and increasing opportunities for women. They will be sharing their leadership lessons. [Search for chat 'handle' #LPT_IWD22 on Twitter to take part.](#)

Session Eight – The Beautiful Game?

Date: Thursday 10th March, 12:00 – 13:00

Speaker: Rachel Stowell

Chair: Deanne Rennie

Audience: All

Brief: Gender bias in any workplace can be very real and difficult to overcome and challenge. Come and join us for chat with Rachel Stowell, ex professional footballer. Football is often described as the beautiful game but is one faced with significant gender bias. Two thirds of women working in football have experienced gender bias according to the 'Women in football' survey 2020. Rachel's story as both a player, wife of an ex-pro player, and mother to her daughter who is a goalkeeper for the England schools' team, highlights the challenges she has faced and how she overcame them to be successful in the sport. Come along to hear her story and have an opportunity to ask questions.

Session Nine – Break the Bias Coffee and Chat

Date: Thursday 10th March, 13:00 – 14:00

Speaker: Asha Day

Chair: Sarah Holliehead

Audience: All

Brief: Join us for a coffee and chat with Asha Day who will talk about addressing bias, breaking bias and taking personal responsibility.

Session Ten – Stories we tell ourselves

Date: Thursday 10th March, 14:00 – 15:00

Speaker: Sharon Murphy

Chair: Sarah Holliehead

Audience: All
Brief: Join Sharon and Sarah for a reflective conversation to discuss how they have both navigated a career in male dominated fields. How does this feel and have they consciously or unconsciously amended their behaviours to accommodate the gender bias.

Session Eleven – International Women’s Day Round Up

Date: Thursday 10th March, 16:00 – 17:00
Speaker: Gemma Barfoot
Chair: Charlotte Yates
Audience: All
Brief: We round up the week by inviting you all along to view pledges made throughout the week and make any new pledges as a result of the things you have heard throughout the week. We would also welcome you to come along and provide any feedback you have for the week.

Session Twelve - Twitter Chat on Women, Career, Families and Children

Date: Thursday 10th March, 19:00 – 20:00
Chair: Sam Wood
Audience: All
Brief: An equal world is an enabled world. Join us as we celebrate women’s achievement, raise awareness against bias and take action for equality. Everyone has a part to play. Now, more than ever, there’s a strong call-to-action for being equal. This is a call to motivate and inspire colleagues to think, act and be the leaders needed to create an even more inclusive future for Leicestershire Partnership NHS Trust. Join us for an unmissable online panel discussion with female leaders who are passionate about gender equality and increasing opportunities for women. They will be sharing their leadership lessons. [Search for chat ‘handle’ #LPT_IWD22 on Twitter to take part.](#)

SPEAKER BIOGRAPHIES



Gemma Barfoot (Head of the Corporate PMO) – Gemma leads on large scale transformation projects for LPT, linking to our Step Up to Great Strategy. Gemma joined the NHS 5 years ago from the private sector; previously working for Boots as part of their Commercial Development Team implementing new content into stores nationwide, and as a Business Development Manager for a Textile Agency representing yarn manufacturers across Europe. To me, **#breakthebias** creates an environment without discrimination, where everyone is valued. Removing those preconceived opinions (deliberate or unconscious), which limit the opportunities available to women.

Asha Day is a dedicated professional with over 30 years of experience in the health and social care sector having worked at the highest strategic level at the Department of Health (UK) advising Government Ministers and developing national policy. In 2017 Asha was awarded the prestigious title of Fellow of the Institute of Health Visiting for her contribution to Public Health (Only 100 Public Health Nurses have been given this honour across the UK). In 2020 Asha was recognised in the Queens New Years Honours list and received the British Empire Medal. She is an individual with advanced skills and understanding of the current economic and political climate, but, with the depth and breadth of vision that has enabled strategies to become operational realities. Asha has a global reputation for her work in transcultural perinatal mental health, which has involved her working with many international organisations. Asha is currently Vice Chair of BINA and Community Practitioners & Health Visitors Association. In 2021 Asha was recognised in the Queens New Years Honours list and received the British Empire Medal.



Sarah Holliehead (Head of Procurement) – Sarah co-chairs the LPT women's network and is passionate about women having equal opportunities in the workplace. Sarah is Head of Procurement at LPT and is also involved in procurement at a national level. **#breakthebias** to me means breaking down barriers that prevent women from succeeding at what they want to because of their gender. I want women to have the same opportunities as men and I want the world to value and celebrate differences rather than using those differences as a way to discriminate. We all have something to offer, let us do it!

Anne Linsell is Head of Organisational Development at Northamptonshire Healthcare NHS Foundation Trust. Anne has a demonstrated history of working in the hospital & health care industry. Strong human resources professional skilled in Coaching, Master NLP Practitioner, operational HR Management, Employee Engagement, Organizational Development, and Culture Change.



Sharon Murphy is Executive Director of Finance & Performance at Leicestershire Partnership NHS Trust and has worked in NHS Finance for 23 years, and has worked in commissioner, acute, non-acute and national organisations

Anne-Maria Newnham has worked in the NHS for over 38 years. She has held several roles including Ward Manager, Neonatal Sister, Children's Intensive Care Manager, Director of Children's Community Health Services, Chief Nurse for Erewash CCG, Director of Nursing, AHPs and Quality for Lincolnshire Partnership Foundation Trust and now as Executive Director at Nottinghamshire Healthcare NHS Trust. Anne-Maria was instrumental in setting up the first Children's Intensive Care Unit in Leicester alongside a retrieval service. Anne-Maria was awarded the Florence Nightingale Leadership award in 2011 and in 2014 a Florence Nightingale travel scholarship to research End of Life Care. She was voted Inspirational leader by the Leadership Academy in 2014. In 2015 she was awarded a Winston Churchill Fellowship and travelled to New Zealand to look at integrated care including End of Life Care and Compassion in Practice. Anne-Maria has been invited to speak at the Nursing World Conference in Las Vegas in October 2017 and also In Rome in 2018. Anne-Maria was awarded an MBE by the Queen in 2019 for services to Nursing.



Deanne Rennie is Associate Director of AHPs and Quality at Leicestershire Partnership NHS Trust. Deanne has worked for 27 years in the NHS with combined roles in academia. Her clinical background as a speech and language therapist and Allied Health Professional has enabled her to fulfil a range of clinical and leadership roles. Deanne is passionate about compassionate, inclusive leadership and a Graduate of the NHS Leadership Academy Bevan Programme.

Roisin Ryan (Equality, Diversity and Inclusion Specialist) - I joined LPT's Equality, Diversity & Inclusion team as EDI Specialist in January 2022, having begun my NHS career in 2016. I am passionate about advancing equality of opportunity for our people and eliminating health inequalities for our patients and service users. To me, **#breakthebias** means developing a society where everyone has the confidence to live as their true authentic self, creating their own path in life rather than following one which is dictated for them.



Rachel Stowell is an ex-professional footballer. Rachel joined Bristol City Women aged 12 and played with her local club for seven years before moving to Southampton Saints. With Southampton, she played in the 1999 FA Women's Cup final. She was a full-time professional player with Fulham from 2000 until 2003 and later played for Bristol City Ladies again, Arsenal Ladies and Leeds United Ladies. Rachel joined Leicester City and captained Leicester to third place in the 2009–10 FA Women's Premier League Northern Division. Her debut cap for England was in 2002.

David Williams (Executive Director of Strategy & Partnerships) - David was a Locality Director for NHS England in the West Midlands. He was responsible for commissioning primary care, dentistry and public health services as well as supporting a number of Sustainability Transformation Partnerships. In addition to his role within NHS England, David was also the Accountable Emergency Officer for the West Midlands with the responsibility for ensuring the NHS was prepared and able to respond to major incident situations. David has a wealth of education, voluntary sector and healthcare experience as well as experience in partnership working and developing ways to work differently.



Samantha Wood is Head of Strategy at Leicestershire Partnership NHS Trust and co-chair of the Women's Network. Sam has worked for the Trust for over 13 years in various roles including Partnerships and Patient Involvement Manager and Business Manager for the Adult Mental Health Services. Sam is an experienced, established and effective change manager, with experience in leading a business, planning and performance team.

Charlotte Yates is Senior Employment Specialist at Leicestershire Partnership Trust. Charlotte has previously worked with NHS Professionals, Clarins and Michael Page Recruitment. Charlotte is passionate about female equality and is an active member of the LPT Women's Network.

