Our award-winning Women's Network

Presentation to the

Government Women's Network

Karin Schofield





We operate from over 100 different courts and offices We have almost 4,000 people – mostly operational We are 69% women – 85% outside National Office 54% of our senior leaders are women



Established in 2015

Over 800 members – men and women

Led by a Working Group of 8 members + 2 GWN reps

30 local champions supporting access and local engagement





Our mission

To promote the interests of women in the Ministry of Justice and support our women to achieve their personal and professional goals.





Helping our women to succeed women women in the sector Summit 2018











Keeping in touch

Our monthly email newsletter

- Promotes our events and development opportunities
- Celebrates national and global achievements
- Offers reflection and new ideas
- Shares news from GWN, the ministry and government
- 'Women we should know'
- Promotion of other events

Advocating for our women



Our impact

There have been some stories, particularly from women in higher management roles, that make you think 'I can do this'.

85% value the Women's Network 78% advocates for women at MoJ

75% encourages discussion of gender issues

61% different development opportunities 38% confidence to pursue professional goals

Being part of the Women's Network has helped me build my confidence in group discussions about topics such as gender equality.

The Network has helped me to be open to my family having discussions about gender.

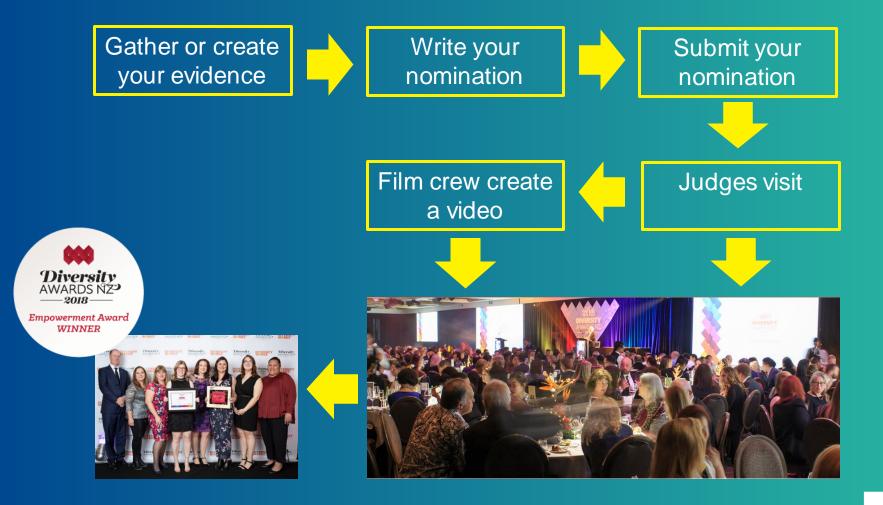
40% new ideas about gender equality 28% see gender equality differently The Network has assisted me professionally by being able to openly discuss what does not feel right.

36%
confidence to speak out at work

36% confidence to speak out at home

Diversity AWARDS NG

Diversity Awards



Your nomination

- What is the initiative? 20%
- How did you implemented it? 15%
- How has your leadership supported it? 15%
- What impact has it had on our workplace 25%
- What impact has it had on employees 25%

What are the judges looking for?

- \checkmark Innovation, leading edge thinking, difficulty factor, uniqueness
- ✓ Quantifiable measures of impact
- ✓ Clear link to strategy
- ✓ Real impact and opportunities identified for growth
- ✓ Clear who is involved
- High level and broad employee level support not just an HR initiative
- ✓ Clear co-design, in-house team engagement not just outsourced
- ✓ Clear how the initiative was rolled out, challenges, iterations etc
- ✓ Role modelling

Is it worth it?

My top tips

- Be clear what your point of difference is
- Collect evidence of your impact
- Take photographs of everything you do
- Get your Communications Team involved
- Ask your advocates for quotes
- Plan your pitch to the judge
- Create a pack of evidence for the judge to take away
- Don't underestimate the time it takes to do it well

What next?

I will press for a gender equal world

Men as allies





"It is absolutely men's responsibility to fight sexism too" Barack Obama RAMEWORK

I will press for pay equality

This is what a feminist looks like_ Be part of our journey to gender equality and join the Women's Network Email women's Network / women's

Creating local energy



