Wifi: Imperial-WPA

Password: Sign in using your username@ic.ac.uk

Women's Health in the Workplace

Joint event between Women's Health Network of Excellence, Academic Women Association and Women in Academic Medicine





About us 🕥

Home / Faculty of Medicine / Departments / Department of Surgery and Cancer / For staff / Working culture / Academic Women Association

Academic Women Association



Who we are

The Academic Women Association (AWA) was founded in 2022. We aim to establish an environment in which women feel empowered to discuss and plan their career progression. Women are under-represented in many Departments of Imperial College and many other academic institutions, especially at senior levels. The lack of role models for junior female scientists wishing to undertake a scientific accere could impact their confidence in aiming at a three leadership role. We strongly believe that an effective networking system between women at different career levels can have a positive impact in encouraging junior researchers to pursue careers in leadership roles in and outside academia.

AWA was created by members of the Culture and Engagement Committee in the Department of Surgery and Cancer and is open to all women at Imperial College. Women at different levels of their careers, from master Students to Professors, are invited to take part in the Association. AWA will be built in direct Collaboration with its target audience, shaping events based on committee and member suggestions (feedback and survey).

Contact Us

For any queries or to find out how to be involved with the AWA, please get in touch: constructive ste

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WOMEN IN ACADEMIC MEDICINE (WIAM)

An independent survey commissioned by the Faculty of Medicine at Imperial has highlighted challenges for female clinical academics, including problems around access to flexible working, work-life balance and support from leadership.

Hosted by the Department of Metabolism, Digestion and Reproduction, this WiAM event will be specifically aimed at **female clinical academics** and is designed to create a supportive community for them to come together to share knowledge, highlight potential solutions to problems,

emma.carrington@imperial.ac.uk

their career has developed, the challenges they have or are currently experiencing, and any solutions they have discovered. These presentations will be followed by a Q&A panel discussion and then a networking reception. There isn't a 'one size fits all' plan for a successful career as a female clinical academic and we hope our panel will show you that there are diverse paths and opportunities to succeed.

Some questions for you...

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Multiple levels of support

College

Human Resources

Occupational Health

<u>Organisational Development and Inclusion</u> – comprises multiple teams (e.g. <u>People and Organisational Development Team</u>, <u>EDI Centre</u>, <u>PFDC</u>)

Department

(Generally) Equality, Diversity and Inclusion/Culture Committee

Line Manager & Team

Policies and procedures: HR and Occupational Health

- Family leave
- Workplace adjustments for staff with a disability
- Flexible working
- Harassment and bullying
- Sexual Harassment, Sexual Misconduct and Sexual Violence
- Workload Principles

(Occ Health) <u>Pregnant and New</u>
Mothers at Work

· Key tools to get you there - the 3-part plan:

· Knowledge gaps and what's changed

Skills audit – transferable skills

· Building your network

Training and support: HR, Occupational Health, POD, EDI

Parents and carers workshops Home / Administration and support services / Organisational Development and Inclusion / People and Organisational Development / Wellbeing at Work Courses People and Organisational Development **Wellbeing at Work Courses** bit.ly/4b9hoKF Core Skills Development Please sign into ICIS and click **Parents and Carers Workshops** 'My training' to search and Imperial Systems and Processes enrol on these training The College recognises that the transition into the life changing event of parenthood can be both Our wellbeing at work provision aims to support all employees to work in a healthy environment that Wellbeing at Work Courses A-Z list of Wellbeing Courses difficult and stressful for some. These workshops and the online portal look at both the practical and helps them flourish. Wellbeing benefits both the employees and the organisation to achieve their emotional aspects to enable staff to develop in their careers alongside their care responsibilities. Wellbeing A-Z Course List potential by equipping them with the skills and resources needed to thrive in the workplace and through effective planning and communication. **Working Parents** navigate times of uncertainty and change. Mental Health Awareness Academic Leadership Development Please find below a suite of courses, events and resources that can support your wellbeing in the Wednesday 5 June (11:00-13:00) Week 2024 The workshops are held in small groups to encourage personal reflection and discussion with others. Programme workplace alongside various tools and approaches to help the wellbeing of your teams and colleagues. They are facilitated by a qualified coach who will help individuals navigate their personal change Wednesday 9 October (11:00-13:00) Heads of Department Leadership journeys during the transition to and from parental leave. Although a member of HR will be present for Development Programme a short time to answer any policy-related questions, the majority of the session will not cover internal policies so do please familiarise yourself with these if needed before the session. Management and Leadership Development **Managing your** The workshops are all free to College staff, however your department will be subject to an admin charge no shows and late cancellations; please notify us at least 5 working days before if you can no longer career and family Coaching and Mentoring make the course to avoid this charge. balance Employee Lifecycle Thursday 6 June (11:00-13:00) Safety Training Working Parents - Managing the transition from parent to Thursday 17 October (11:00-13:00) College-wide Culture professional This workshop is for anyone who has recently returned from more than six weeks' of leave; or anyone POD Newsletter Your wellbeing **Team Wellbeing** Wellbeing for Academics Dealing with stress and who needs to re-evaluate their work/family balance and career direction. Subscribe to the POD Newsletter burnout Supporting you as a Break procrastination and **Building Resilient Teams** Academics' Burnout and This 2-hour workshop will help to support those employees who have recently returned from family-About People and Organisational perfectionism habits Wellbeing working carer related leave to be able to confidently and quickly reintegrate into the workplace and make plans for a Away from unhealthy stress. Development The Impact of Emotional Towards positive pressure sustainable and happier work/family balance. Tuesday 4 June (13:00-14:00) Celebrate Your Strengths Intelligence in the Workplace Achieving Balance in Academia POD Reach and Impact Beat the Winter Blues The session covers: Managing with Mental Health in Foundations in Financial The Impact of Emotional Tuesday 15 October (13:00-14:00) · Identifying the benefits of working life to you and your family Wellbeing Intelligence in Academia **Building Personal Resilience** · Managing the work/family balance Man's Mantal Health Matters Recognition and appreciation · Review your career direction Other Resources coping with the risk of burnout online module r people with carers · Identifying what you want from your career now

CiC Confidential Care sessions

Health and Wellbeing pages

The Menstrual Cycle and

perimenopause and beyon

Setting yourself up for success

Introduction to the Thinking

Overcome the Imposter

Syndrome

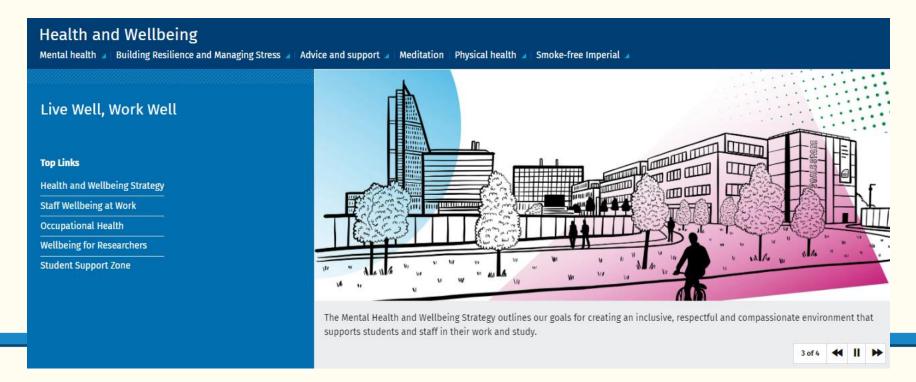
in a hybrid environment

Environment

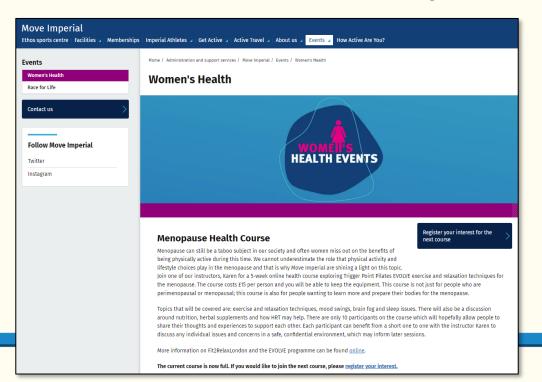
Endometriosis

Menstrual Health:

Health-focused initiatives



Women's health-focused initiatives: Physical Health



Women's health-focused initiatives: Mental Health



Women's health-focused initiatives: Mental Health

- Restorative Yoga for Menopause (Coaching & Physical Activity session). Register
- Yoga for Managing the Monthly Cycle (Coaching & Physical Activity session). Register
- Preparing to Return from Maternity Leave (Workshop). Register on Eventbrite
- Menopause & Exercise Talk (Awareness Talk & Q&A). Register
- Convergence: Where Art, Science, and Movement Meet Wellbeing (Launch event and Panel Discussion). Register on Eventbrite
- In Motion: Imperial with 'SeeingHappy' Photography Challenge. Register

Topics of interest

Topic	Current policies/workshops
Menstrual health / menstrual leave	No policies at present; Free Period Products
Gynaecological health	No specific policies but please see <u>Workplace Adjustments</u> (see also: <u>Employee's guide from Endometriosis UK</u>)
Fertility challenges	Leave for fertility treatment
Pregnancy loss	Nothing specific; Confidential Care
Maternity/parental leave	<u>Family leave</u> ; <u>Parents Network informal meetings</u> – dates for informal meetings in the link!
Return to work	Parents and Carers Workshops; currently nothing for other reasons for being away from work

Topics of interest

Topic	Current policies/workshops
Menopause	No specific policies (only menopause pledge); Menopause 101 course
Mental health	Nothing specific; Mental Health and Wellbeing Strategy
Mental load / burnout / stress / work overload	Workload Principles; Wellbeing at Work courses

STAFF SUPPORTERS = trained network of volunteers who act as a signposting and guidance service to provide information direct to staff, confidentially

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