



Government
Equalities Office

Putting equality at the heart of government

Strengthening women's voices in Government

A response to the public consultation

November 2011

Contents

Introduction	4
The consultation process	6
Responses to specific questions	9
Annex A: List of organisations that responded	19

Introduction

Strengthening Women's Voices in Government: supporting individual women and women's organisations to get their voices heard across government.

This government's commitment to equality is clear and unequivocal. Achieving equality goes to the very heart of our ambition to build a better society and a modern, prosperous economy which genuinely draws on the talents and abilities of all. Women are essential to the delivery of this ambition. They are playing an increasingly active role in economic, political and public life and make up nearly half (46%) of those in employment, making a crucial contribution to our economy and to society.

Despite all the progress we have seen in the last 40 years, outdated stereotypes and assumptions about gender still persist; and many women today still face inequalities and have different experiences and expectations compared with men. In many cases these barriers are no longer direct discrimination, but arise out of a more complex combination of attitudes, behaviours, culture and expectations.

Government has a role to act as a catalyst and advocate for change, but on its own it will only ever make limited progress. To develop policies that challenge barriers and make a real difference to women's lives it is essential that women's voices are brought into the heart of government. We want to ensure that we do this in a way that reflects the diverse range of women who live in the UK today, so the Government Equalities Office (GEO) recently consulted on the proposals to develop new methods of engaging with women, which will ensure an effective dialogue about the key issues of concern to women of all ages and backgrounds. It was the largest "listening to women" consultation in a decade.

Our new engagement strategy will draw on these consultation findings, taking into account suggestions and concerns where practicable, particularly those raised about the use of a government or third party IT Platform. We will be working with ministers and other government departments to take this forward.

Three underpinning principles will inform the government's new approach to engaging and listening to women:

- Women across the UK can be heard and are enabled to influence and shape government policy, including through the Inter-Ministerial Group on Equality which meets regularly to progress and review our equality strategy;
- The new approach is genuinely cross-government and all departments are committed to listening to women, taking their views into account, and feeding back the results;
- Women know what central government is doing across the breadth of policies and are able to act on that knowledge.

The government's new approach to engaging and listening to women is developing and we are already taking action:

- We will continue to produce the 'Women's Engagement' newsletter which has been well received. We now intend to build on this and distribute to a wider audience, redesigning it so that it has more links signposting to other departments' policy initiatives and actions;
- In response to the clear message that women welcome face-to-face engagement, GEO will continue its outreach programme of talking directly to women, and we will carry on feeding their views through to ministers and other government departments;
- Drawing on feedback from the consultation, we will ensure that future outreach programmes are more focused to take forward the most important priorities and challenges for women in the UK, and to discuss the government's policy and legislative programme for the year ahead;
- Taking on board issues raised via online responses to the consultation, we are looking at online and digital engagement in more detail. The findings will inform the shape and scope of any further online developments.

The actions outlined above are just the start of the new approach to engaging and listening to women. We are already delivering policies which support women and their families including: bringing around 880,000 women out of tax by increasing the Income Tax personal allowance; extending 15 hours per week of free education to all disadvantaged two-year-olds from 2013; extending flexible working provisions; working with business to increase the number of women on corporate boards; and delivering on a cross-Government action plan to tackle violence against women and girls. But there is much more that we want to do.

Ministers and government departments will use these findings to design different methods and approaches which will be used as appropriate. For example, commissioning research or establishing an expert group to engage women in a particular policy issue may be the sort of options considered. We all need to recognise that we have to deliver this against the backdrop of the largest budget deficit in our peacetime history. However, despite having to make difficult decisions on public spending, we are committed to ensuring that the views and priorities of women in the UK are fully reflected in delivering our vision for a fair, equal and successful society.

The government is very grateful for all the consultation responses received. These have been individually considered by GEO and, while it is not possible to describe all the responses or views in detail, this document summarises how the consultation was conducted and provides a summary of the responses received.

The Consultation Process

The public consultation, 'Strengthening Women's Voices in Government: transforming the way the Government engages and listens to women in the United Kingdom', was open from 7 March to 15 June 2011 and sought views on how government engages with and listens to women.

GEO promoted the consultation through: its website, through newsletters and through its extensive partner database. The Minister for Women and Equalities wrote to her ministerial equivalents in the devolved administrations, and numerous organisations disseminated details of the consultation through their own wider networks. These included the Women's Resource Centre, Opportunity Now, Everywoman, the National Alliance of Women's Organisations, the National Black Women's Network, the Teachers Union and the Trades Union Congress. We also liaised with six of the largest women's membership organisations: British Federation of Women Graduates, British and Professional Women UK Ltd., National Council of Women (GB), National Federation of Women's Institutes, Soroptomist International, and Townswomen's Guilds. It is estimated that this approach presented more than 2 million individual women and their organisations with an opportunity to respond.

We also launched an outreach programme of events to ensure we reached as many women from a wide range of backgrounds as possible including events in Wales, Northern Ireland and Scotland.

Ministers and officials discussed and listened to the views of women directly through nineteen events held across the UK. Many of these events were organised, hosted or facilitated by voluntary organisations and/or the devolved administrations of Scotland, Wales and Northern Ireland. GEO is very grateful for their support and assistance.

The consultation asked what the priorities were for women in the UK. Feedback was also sought on the following four communication approaches, both generally and in detail on what each broad approach might look like:

- Facilitate women's direct engagement with government;
- Utilise the expertise of the women's sector;
- Look ahead to identify issues important to women; and
- Provide an IT platform for women's online engagement.

The consultation asked a total of eleven specific questions about the proposals. It also asked respondents what in their view were the most important or challenging issues facing women in the UK today.

Breakdown of respondents to the consultation

A total of 1,229 responses were received, of which 1,166 were from people responding online, with the remaining 63 being submitted as a written response. Half of the responses received were from individual women. Of the 215 organisations that responded online and in writing, 57 had a UK-wide remit and nearly 20% stated that they had over 2,000 clients or members. An estimated 600 people attended consultative events and fed back their views about the proposals.

The programme of events was designed to reach a broad range of women throughout the UK. For example, events were held for younger and older women, as well as events for women from faith groups and ethnic minority communities, women in business and in senior corporate positions; those working in the voluntary and public sectors and trade union members.

It should be noted that the consultation process was a qualitative and quantitative exercise, so some of the data and outcome is based on officials' analysis of the respondent's answers.

Summary of Responses to the Consultation

Our analysis of the positive response to the consultation shows that the four broad approaches were all viewed as valid. It is clear that women do want to be heard by government and they want to be better informed about government policy. We heard that engagement with women should be tailored to reflect the topic, place and/or community as appropriate, with the emphasis on direct engagement, particularly in the form of discussion groups and networking events, which was seen as the best form of engagement.

Looking ahead was not viewed by respondents as a method for engaging and listening to women, but was instead perceived to be an important aspect of the new approach. Overall, the proposal to bring in expertise from women's organisations to support the new approach to engagement was positively viewed, with consortiums and expert panels emerging as most favoured options. A small number of respondents supported a cross-UK 'women's hub' model as proposed by the National Association of Women's Organisations and the Women's Resource Centre. It was clear that the new approach to engagement should utilise a mix of communication channels

There was a real appetite for provision of information online, particularly regular policy updates, via email and newsletters. Women and women's organisations wanted regular feedback on what action had or had not been taken as a result of engagement with government and an IT platform was acknowledged as being the most suitable form of communication for this.

The responses to the consultation show that the workplace, and women's experience of work, are high on women's agenda. In particular: work-life balance; equality in the workplace; access to affordable childcare; flexible working; the pay gap; and the 'glass ceiling' were all identified as priorities and/or challenges facing women. This strongly resonates with the government's current Equality Strategy and the ongoing work with business and others to develop a fairer and more flexible labour market that draws on the talents of all and builds a strong economy.

Tackling violence against women and girls, and the need for specialist services for women were also identified as priorities including the need to tackle specific community based issues such as forced and early marriage, and female genital mutilation.

Women and women's organisations consistently identified "equality" as key, indicating that while there has been progress they feel there is still a way to go in mainstreaming equality for women and/or they have yet to feel it in their own personal experiences. Some respondents emphasised the need to involve men and boys in progressing the gender equality agenda and that success could not be achieved without a partnership between women and men.

Access to leadership positions, both in politics and business featured highly in the responses, reflecting the lack of women in these roles and indicating a desire to see greater diversity in the boardroom and in political environments. More engagement with senior women in business/women entrepreneurs was highlighted as being valuable in making progress on these issues.

Responses to the specific questions

The consultation requested a response to 12 specific questions including one which asked respondents to identify what they perceived to be the top priorities for women in the UK. The responses and feedback we received are detailed below.

Question 1: Please tell us what you or your organisation consider(s) the three most important challenges or priorities for women in the UK today.

1. Equality and work-life balance were clearly identified as the top two priorities for women by individual women, and organisations of all sizes including those that represent women. The gender pay gap, affordable childcare and combating violence against women and girls shared third place.
2. The breadth of work related issues suggests that many women and organisations consider that women experience barriers and challenges in relation to employment – both in terms of the experiences as women in the work place and because of the greater role women still play in childcare, managing the household and caring for older and/or disabled relatives. Respondents highlighted the ongoing challenges for women in relation to their working life. These included:
 - Work-life balance issues including access to high quality affordable childcare;
 - Need to make higher paid jobs more accessible to all women;
 - Need to tackle the gender pay gap; and
 - Need to get more women to set up in business.
3. Equality for women was also identified by individuals and organisations as an important issue or challenge for women in the UK today. Many respondents considered that women have not yet achieved real equality in the UK and/or that they feel it is absent from their own lives.
4. Similarly, access to leadership positions in business and politics emerged strongly as an important challenge facing women in the UK today. We received a range of comments detailing the need to increase the number of women in leadership positions and on the perceived discrimination which prevented women from achieving such positions. These included:
 - More fairness in access to Non-Executive Directorships;
 - More women should be promoted into senior management/executive positions; and
 - There is a lack of women in high places – and unwillingness to tackle the structural issues.
5. In contrast to responses from individuals, organisations frequently identified violence against women and girls as a more important issue. A number of organisations were also concerned about the impact of the government's deficit reduction policies on women and their organisations.

6. Organisations were also more likely to highlight the need to have a healthy women's sector, ensuring that there was continuity of services, as well as support for the new approach to engaging women. Comments included:
 - The need to ensure that there is a healthy women's sector; and
 - Access to quality services and support.
7. Feedback gained from the consultation events reflected many of the responses received online and in writing. The nineteen events were attended by a diverse range of individual women, some of whom were members of organisations, and some not. Additional issues raised included:
 - The need to ensure that welfare reform changes, including on pensions and universal credit, do not disproportionately impact on women;
 - Issues specific to certain communities such as forced marriage and Female Genital Mutilation;
 - The need to involve men and boys in the gender equality agenda and, in particular, in taking on more caring responsibilities.
8. 22% of written responses raised concerns about the question itself, stating it was very difficult to prioritise issues important to women. These respondents felt that the nature of the question could result in a hierarchy of issues and that would be inappropriate.

Question 2: Please rank the four distinct approaches outlined above (direct engagement, expertise of sector, "looking ahead", IT platform) in order of preference, with 1 being the most preferable and 4 the least.

9. Overall, direct engagement was clearly the most favoured approach by the majority of respondents. The second preference was bringing in expertise, with "looking ahead" and online engagement equally ranked as third preferences.
10. There was clear acknowledgment that digital engagement is part of today's communications landscape, and that it was an essential part of the new approach. That said, all organisations and individuals who submitted written responses agreed that online engagement via an IT platform was their least favoured approach. Concerns were expressed within these responses and through the consultation events that relying totally on this form of communication might risk excluding certain groups of women, for example, older women and those living in areas where broadband coverage was poor. However it was acknowledged that it probably was the most suitable method of engaging younger women.

11. There was a clear message that online engagement should not replace face-to-face meetings and events. Respondents felt that hosting such meetings, particularly outside London, would enable the government to reach women who otherwise might not have the opportunity to engage. Some expressed a wish for events to have a UK-wide focus, enabling networking and sharing of experience from across the country, and for a stronger emphasis on balancing domestic and international gender policy.
12. There were some concerns about the capacity of organisations to support events and doubts were expressed that ministers may not have the time to attend events outside of London.
13. Some respondents noted that the new approach to engaging women should use the most effective method to reach or engage women at any given time.

Question 3: Do you or your organisation consider there should be other means used to engage and listen to women than those outlined – please explain/describe?

14. Respondents were asked to comment on whether or not they consider the new approach to engaging women would be suitable for different groups or communities of women, and for different types of representative or membership organisations. Because of the nature of the question, the responses can only be considered subjective.
15. Overall, respondents across all the consultation channels (online, written and events) were clear that face-to-face communication presented the best opportunity for engagement with women. However, it was recognised that the resource and cost implications for both government and women/women's organisations would limit interaction in this way.
16. There were concerns voiced about over-reliance on IT, particularly as a primary method of engagement, given its scope, reach and perceived cost effectiveness. This reflected responses to question 2, (possible limited reach to older women and marginalised groups), but it was also recognised that linking to popular websites, for example, Facebook, mumsnet, the BBC and so on could extend the reach of engagement with different women.
17. In essence, responses confirmed that a mixed media and flexible approach would engage the maximum number of women. Examples included highlighting particular consultations in women's magazines and targeting community groups to reach marginalised communities.

Question 4: Do you or your organisation agree that the approaches we have outlined are sufficient to ensure the following categories of women/organisations can take part?

Women Entrepreneurs/Women in Business	Women who work
Women in management/corporate roles	Women migrants
Women in non traditional jobs	Older/retired women
Women based at home (not home workers)	Younger women
Black and Minority Ethnic women	Disabled women
Women asylum seekers/refugees	Transgender people
Lesbian/bisexual women	Women offenders
Women with children/mums	Marginalised women
Women from faith communities	Impoverished women
Women living in rural areas	Gypsy and traveller women
Women with non-child caring responsibilities	
Organisations – Grassroots/local, Membership, Frontline/Service delivery, National, UK based, International	

18. The majority of respondents consider the suggested new approach to engaging women would be more suited to women who were employed (including women in management, corporate and entrepreneurial roles) and younger women. It was also considered suitable for organisations, including grassroots ones.
19. Concern was expressed that the new approach may not fully engage women in a number of the harder to reach communities, including older women and those living in rural areas. Some respondents were clear that engagement needed to be tailored to suit the audience and the topic in hand.
20. Many of those organisations and individuals who responded in writing felt that this question was of limited value. There were concerns that it asked for what was in effect a subjective response, including from individual women who may lack the experience or knowledge of some of the groups and communities named in the question.

Question 4a: If not, please outline other actions or approaches which you or your organisation consider should be used to ensure we include the above categories of women/organisations so they can take part?

21. Responses from all the consultation channels confirmed that government needed to take an imaginative and mixed media approach in order to reach different categories of women and/or their organisations.

22. Engagement with community based women’s networks and similar groups, third and voluntary sector organisations, local authority consultation networks, faith groups, student and youth groups, community centres and job centres as well as nursery schools would present a broad scope for consultation to reach the traditionally “hard to reach” women. The Trades Union Congress women’s committee also raised their role in reaching working women who are trade union members.

Direct Engagement

Question 5: Please let us know which of the following in your/your organisation’s view is most effective? Please rank with 1 being the most effective and 5 the least:

Conferences

Discussion groups

Networking events

Visits by Ministers or policy officials

Training events (eg. Events to learn about UN gender policy and what the UK is doing to implement it)

23. Direct engagement is envisaged as a central component of the government’s new approach to engaging and listening to women across the UK. It will involve the Ministers for Women and Equalities, and ministers in other departments working on policies which will have an impact on or are of particular interest to women.
24. The consultation committed the government to developing a programme of outreach to support the new approach, and outlined a range of options for how direct engagement could be delivered. Respondents were asked to identify which of these they considered to be the most effective.
25. Of all four approaches, direct engagement was clearly the most favoured. Smaller meetings, such as discussion groups and networking events were the most popular. Many respondents welcomed the potential opportunity to discuss issues with ministers that meetings and events offer, though recognised that these would be limited in number.
26. Many of the responses indicated that all of the proposed options for direct engagement were valid and that it was difficult to rank in order of preference. The need to ensure that direct engagement would be tailored to best suit the issue or audience, and be used in conjunction with the other methods outlined in the consultation, was again emphasised.
27. Comments during events included the need to:
- Be transparent about which individuals and organisations were invited;
 - Ensure a diverse range of women and organisations were included;
 - Consider provision of travel costs and childcare where appropriate; and
 - Ensure that events were held in Northern Ireland, Scotland and Wales.

Bringing in Expertise

Question 6: Please let us know which of the following in your/your organisation's view is the most effective. Please rank with 1 being the most effective and 5 the least:

Time-limited 'expert' groups

Consortiums to provide expertise on specific issues

One-off policy forums

Commissioning organisations or businesses

28. Working with women's organisations, community groups and business leaders to establish the government's new approach to engaging and listening to women was proposed as one of the four broad approaches for the new arrangement. In response to question 2 (see above), bringing in expertise in this way was identified as the second most preferred option of all the approaches. Over a quarter of those responding (296) identified this as their most preferred option, of which 162 were individuals and 34 organisations. We also asked for views on which of the different options proposed for bringing in expertise would be the most effective.
29. Of the different options proposed for bringing in expertise, the most preferred was for consortiums to provide advice to government on specific issues, with expert panels as the next most preferred option. It was seen as a welcome recognition of the expertise inherent in the women's voluntary sector. Organisations responding online were proportionately more likely than individuals to identify commissioning as a most preferred option – however, the same number of organisations responding online also identified this as one of their least preferred options.
30. As might be expected, given that most of the written responses came from organisations, robust detail and comment was provided on the proposal to bring in expertise from women's organisations, community groups and business leaders to support the new approach to engaging and listening to women.
31. A number of organisations supported the proposal from the National Association of Women's Organisations and the Women's Resource Centre that they be funded by government to develop a UK "women's hub". Although not the same, this proposal does chime with the option of consulting consortiums to provide expertise on specific women's issues, as outlined in the consultation document. The main distinction is that the "women's hub" would have more independence from government.
32. The focus on engaging with the women's sector and using its expertise was welcomed in both organisation and individual written responses. One organisation commented:
- "[We] would encourage the government also to make use of the established women's organisations and networks already acting in a strategic capacity as these are well placed to inform and advise government on the issues currently affecting women"

33. Bringing in expertise was seen as vital to inform decision making and policy making. But it was not without some tension. One organisation commented that involving women's organisations in this way would provide a counter balance to individual women who might use the proposed IT platform and attend events to get their views heard. The suggestion being that the views of individual women may not replicate those of women's organisations.
34. Women in business and senior corporate positions also stated that they had valuable experience and were well positioned to lend support in driving change forward.
35. Some organisations were concerned that commissioning, if not done with care, could increase fragmentation and competition in the women's sector, rather than foster greater collaboration. In particular, the capacity of smaller organisations to engage with commissioning processes was noted as a barrier to their inclusion.
36. Two organisations registered concerns about setting up a consortium to support the government's new approach to engaging women. It was felt that such a consortium could perhaps become a barrier between government and women's organisations. To mitigate that risk, it was proposed that any consortium should be time-limited and closely managed to ensure that it did not duplicate the work of existing groups in the women's sector.
37. Other concerns about the proposal to bring in expertise included the need to ensure that the diversity of women and the women's sector was reflected in any consortium, expert panels and/or policy forms.
38. Following this feedback we will be considering the most appropriate means of balancing these views.

Looking ahead

Question 7: Please let us know which of the following in your/your organisation's view is the most effective. Please rank with 1 being the most effective and 5 the least:

Direct engagement – meetings and events
 Online engagement
 Conferences

Specially commissioned research
 Official data and statistics

39. The government believes it is essential that it continues to refresh its understanding of issues of concern to women and anticipate new problems arising as society changes, or external and/or environmental factors affect women's experience. We called this "looking ahead" and sought responses as to which of the range of sources detailed in question 7 would be most effective.
40. Respondents felt that any organisation planning policy should always be looking forward and analysing the impact on women. This was identified as one of the essential criteria that both individuals and organisations stipulated for their continued engagement. Women were specific

that to be effective in anticipating their needs, this function should be cross-government, with full engagement from all departments.

41. Some individuals were not clear why “looking ahead” was a necessary function of engaging with women. This explains why, of the four approaches developed for the new model for engagement and listening to women, the “looking ahead” approach was ranked joint third out of the four methods of engagement by just over 26% of responses to question 2.
42. Many respondents were clear that all groups should be inclusive and representative. A suggestion was also made to create an ongoing partnership of organisations which would look ahead together to create and monitor an action plan identifying key issues for government to take forward.
43. Groups called for greater transparency through discussion groups and for robust monitoring and evaluation systems with clear statements about what had been effective. Respondents were clear that government would need to show opinions have been heard and action had been taken.
44. Many respondents felt there was a strong need to draw on best practice and look at what works well in the sector. For example, existing forums such as the Women’s Health and Equality consortium in the Department of Health, which already input on upcoming government issues and agenda. The Australian model for engagement was cited as worthy of consideration.

IT Platform

Question 8: In section 2.5 we outlined the way we envisage the IT platform will operate. Please identify the top five from the list below which you or your organisation consider should be available on the new site:

- Regular updates on policy relevant to women in the UK
- Signposting to other government departments’ policy relevant to women in the UK
- Copies of newsletters and updates mailed out to subscribers
- Photographs of events, conferences and visits
- Updates from Ministers
- Updates from officials
- Videos – interviews with Ministers and video of events
- Presentations and other documents used at events & conferences
- Surveys to gather views on specific topics or policy areas
- Feedback on what has happened as a result of what you have told us
- Discussion groups on themed topics like work-life balance or violence against women & girls
- Voting buttons seeking views on aspects of Government policy
- Space where you can leave feedback or comment
- Information about international policy and initiatives
- Links to relevant international forums eg UN Women

Question 9: What other information would you like to see on this site?

Question 10: What other functions would you like to see on his site?

45. A core strand of the new approach to engaging women is through IT and social media, possibly using existing third party or government services. This will enable a large number of women and women's organisations to share views and opinions and provide a communication channel for government. Respondents identified many key benefits of an online approach. These included that:
- It could act as a hub signposting women to other sites;
 - It would be a single place to find out about women's issues;
 - It would be a source of information on activity in other parts of the UK; and
 - This would be a vehicle to engage with isolated and/or disabled women.
46. Most respondents had mixed views about using online methods to engage with government, and overall it was joint third preferred form of engagement. Many noted that online engagement could never replace face-to-face meetings. However, many also acknowledged that digital engagement is part of today's communications landscape, and that online engagement should be part of the new approach.
47. Respondents selected the following top five content options for IT engagement:
- Regular updates on policy;
 - Feedback on what has happened as a result of what you have told us;
 - Surveys to gather views on specific topics;
 - Discussion groups on themed topics e.g. work-life balance or Violence Against Women and Girls; and
 - Voting buttons seeking views on aspects of Government policy.
48. In addition to the top five content options, respondents indicated that the following information and functions would be useful:
- Links to other women's organisations and useful information;
 - Resource library, advice and guidance;
 - Live chats/regular question times/notice board with Ministers and/or departments;
 - Webinars;
 - Share expertise and good practice from groups and individuals;
 - Specific information for and about women from different communities;
 - Contact points and updates on local and regional issues;
 - Updates and feedback on policy; and
 - Facebook and Twitter feeds.

49. There is clearly an appetite for online discussion, information-sharing and learning which we will take into consideration as the development of the online IT and social media strategy is taken forward, for which we intend to work with outside providers rather than construct any new IT systems.
50. Given the very positive response we will continue the 'Women's Engagement' newsletter. We now intend to market it to a wider audience and redesign it so that it provides feedback and more links to other departments' policy initiatives and actions.

IT and Social Media Tools

Question 11. Which of the following IT and social media tools would be the most effective for you or your organisation? Please identify the top five most effective in your/your organisation's view.

51. Of the top five communication/social media and online tools for organisations, regular email updates were the most popular option, followed by Women's Engagement newsletters and a Facebook page dedicated to engaging with women.
52. Both written responses and feedback from consultation events acknowledged the benefits of using IT and social media to exchange information quickly and the need to be forward-looking in the use of new technology. They also confirmed that a mix of approaches was desirable to ensure that all women had the opportunity to engage, in particular those women for whom English was a second language and disabled women.
53. There was some concern that individuals or organisations might use the website to repeatedly comment about a particular issue and therefore wield a disproportionate influence. Government was urged to ensure that systems are in place to safeguard the integrity of the system.
54. Internet-based services like Facebook and Twitter were seen as useful networking tools for women and organisations.

Annex A


List of organisations that responded

9 Situations

AVA - Against Violence and Abuse
AYPH - Association for Young People's Health
Bahá'í community of the United Kingdom
British Federation of Women Graduates
Business and Professional Women UK Ltd
Chartered Society of Physiotherapy (CSP)
Chwarae Teg - Wales
CWN - City Women's Network
CWU - Communications Worker's Union
Eaves
EHRC - Equality and Human Rights Commission
Equality Commission for Northern Ireland
Fair Play South West (FPSW)
Fawcett Society
FORWARD - Foundation for Women's Health
Research and Development
FPA
Gender and Development Network (GADN)
IMKAAN
Judith Trust
Methodist Women in Britain (MWiB)
NASUWT – The Teachers Union
National Alliance of Women's Organisations
(NAWO)
National Board of Catholic Women
National Federation of Women's Institutes
(NFWI)
North East Women's Network
Northern Ireland Rural Women's Network
(NIRWN's)
Northern Ireland Women's European Platform
(NIWEP)
Platform 51
Prison Reform Trust
Refugee Council
Royal College of Midwives (RCM)
Scottish Women's Convention (SWC)
Soroptimist International
Trust Women's Project

TUC

TUC Scotland
UK Joint Committee on Women (UKJCW)
Unite
Wales Assembly of Women
Welsh Women's Aid
Wish - a Voice for Women's Mental Health
Women and Girls Network (WGN)
women@thewell (W@W)
Women's Resource and Development Agency
(WRDA) - NI
Women's Aid Federation Northern Ireland
Women's Aid Federation of England
Women's Centres Regional Partnership - NI
Womens Health and Equality Consortium
(WHEC)
Women's Resource Centre (WRC)
WSN - Women's Support Network – Belfast
Zonta International



Government Equalities Office,
Home Office
3rd Floor Fry Building,
2 Marsham Street,
London
SW1P 4DF

Email: enquiries@geo.gsi.gov.uk

Tel: 020 7035 4848

Email: enquiries@geo.gsi.gov.uk
**[www.homeoffice.gov.uk/
equalities/](http://www.homeoffice.gov.uk/equalities/)**

ISBN: 978-1-84987-595-0
© Crown copyright 2011