



British Consulate
Brisbane

Celebrating 100 years of women
in Public Service



Some women and all men

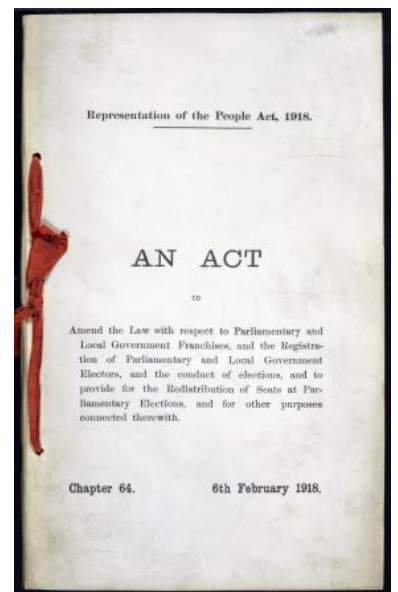
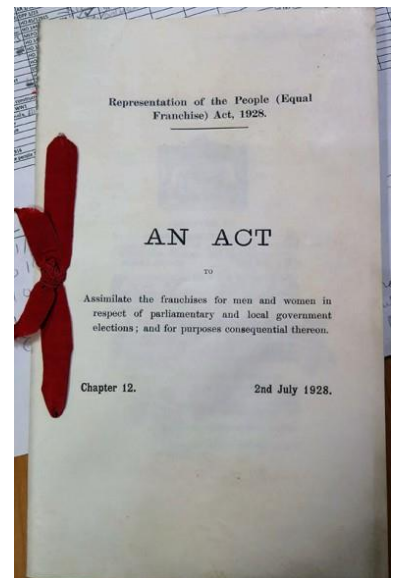
We are celebrating 100 years since Parliament passed the Act which allowed some women, and all men, to vote for the first time. On 14 December, women over 30 who met a property qualification (and all men over 21) could vote in a General Election for the first time.

First Woman MP

In 1918, Parliament passed the Parliament (Qualification of Women) Act which allowed women to become MPs for the first time. It was a very short Act, only one page long, stating simply that women were not disqualified by sex or marriage from sitting or voting as members of the House of Commons. Unlike the restrictions on women voting, this gave women the right to stand for parliament on the same terms as men, meaning they could be elected from the age of 21. Some women could therefore stand for parliament but still not vote. It would take until 1958 for women to be able to sit in the House of Lords.

Countess Constance Markievicz

Seventeen women stood in the December 1918 general election. One was elected, Countess Constance Markievicz for the Dublin constituency of St Patrick's. However as a member of Sinn Fein, she did not take her seat at the Westminster Parliament.



Agenda



Time	Item
13:30	Lunch (kindly provided by FDA)
14:00	Welcome
14:35	Suffrage Past
15:15	Suffrage Centenary campaign
15:40	Take action – where do we go from here?
16:10	Time capsule to 2028
16:30	Close
16:35	Procession to Parliament

Past, Present and Future

The theme for the year is Past, Present and Future. We look to the history of the Suffrage Movement and the history of women in Public Service. We then look at the present and where we are today. The final event to celebrate the centenary is focussing on the future. The centenary of the Equal Franchise Act, when all women could vote is on 2 July 2028. In the next 10 years, our aim is to accelerate gender equality in the workplace.

Women in Public Service

- 1873 - Jeannie Senior was the first woman to be appointed as a civil servant (outside the Post Office). Appointed as the first female inspector of the education of girls in pauper schools and workhouses.
- In England the women were segregated both physically and appointed to deal only with women's trades. They worked under their own woman head.
- 1913 - The only female Inspector of Prisons was paid only half the salary of her male colleagues.
- 1919 - Numbers grew from 21% of the total workforce in 1914, to 56% of the total workforce (230,000). However, peacetime restrictions were re-imposed and the proportion of women fell to 27% by 1938.

Women in Public Service



- 1925 - Women were for the first time, able to compete on equal terms for the higher posts. In that first competition, 80 women applied and of those 19 men and 3 women were appointed.
- 1946 – Marriage bar, which severely restricted the employment of married women, was lifted. The marriage bar was not lifted in the Foreign Service until 1973.
- 1955 – Dame Evelyn Sharp became the first woman Permanent Secretary in 1955. Permanent Secretary of the Ministry of Housing and Local Government 1955-1966.
- 1970 - Women made up 40% of the civil service.
- 1979 - Dame Josephine Barnes became the first female governor of a male prison.
- Permanent secretaries (those officials at Grade 1 of the Civil Service) were virtually all men into the 1990s. Anne Mueller was the only female Grade 1 official in the 1980s.
- In the early 1990s, Prime Minister John Major made three prominent appointments of women to lead, respectively, the Crown Prosecution Service (Dame Barbara Mills), Customs and Excise (Dame Valerie Strachan) and the Security Service, perhaps better known as MI5 (Dame Stella Rimington).
- Since the 1990s, most departments have appointed at least one woman permanent secretary. Only one – the Department for Environment, Food and Rural Affairs (Defra) – has appointed three in its history. Defra's case is particularly striking as it is one of the youngest departments in Whitehall, having been created in 2001.
- Five departments have never appointed a woman to the top job, and another – the Department for Education – has not done so since it appointed one of the first women permanent secretaries (Mary Smieton) in 1959.
- 2018 - 54% of Civil Servants are women. 43.2% of the Senior Civil Service are women, the highest level on record. This has more than doubled since 1999.
- The representation of women ranges from 37% in the Ministry of Defence to 67% at the Department of Work and Pensions.
- 37% of women work part time, compared to 9% of men.

A phenomenal year



Workshop with Helen Pankhurst



Launch event at the Foreign and Commonwealth Office



Suffragette train the trainer workshop



UK Flag Relay



Global Flag Relay



Women into Leadership conferences



Our suffrage centenary video



100 years, 100 women blogs



Processions



Civil Service Live



EqualiTeas

Award winning

The year of commemorations have been recognised by the Suffrage Centenary Volunteer team won the Civil Service Diversity and Inclusion Award for Gender Equality 2018.





Beth Walker (MHCLG) organised a visit to LSE to see the Civil Service Suffrage Society banner. Ten Departments joined the visit. Our Processions banner was inspired by the Civil Service Women's Suffrage Society banner and made by volunteers.



Suffrage Stories

Part of our event focuses on 'Suffrage Stories' – people you not have heard of in the Suffrage Movement. Briony Goulden (Senior Lawyer, Government Legal Department) is the great-great-niece of suffragette Emmeline Pankhurst (née Goulden). Briony has been learning about another suffragette great-great-aunt, Emmeline's sister Mary Clarke, as she has a connection to her adopted home of Brighton:

Mary Clarke

Mary was a member of the Executive of the Women's Social and Political Union and the organiser for Brighton, one of the largest suffragette branches outside London. She was Emmeline Pankhurst's sister, and helped bring up her nieces Sylvia, Adela and Christabel.



Though quieter than her sister, Mary was a committed activist, who escaped from an abusive marriage to devote herself to the suffragette cause. She was described by Lady Constance Lytton as "exceptionally gentle and courteous in her manner, but her outward calm nevertheless suggested a reserve of inward force".

Mary was assaulted during the notorious 'Black Friday' march on Parliament in November 1910, and was subsequently imprisoned after breaking a window and suffered force feeding in Holloway Prison. She died on Christmas Day 1910, two days after being released, following a brain haemorrhage believed to have been caused the violent treatment she had suffered. She was described in an obituary written by Emmeline Pethick Lawrence as "the first woman martyr who has gone to death for this cause".

There are currently no monuments to Mary anywhere in the country, but a campaign is underway to erect a statute to Mary in Brighton.

Where do we go from here?



We have 10 years until the centenary of the Equal Franchise Act on 2 July 2028. During our event today, we are focussing on five key programmes to accelerate gender equality in the workplace (identified in the Suffrage Centenary workshop in Civil Service Live)

Menopause

Not all women have children, but every woman will go through menopause. Bernice Allport (Environment Agency/Defra) leads the Cross Government Menopause Group. The group is currently working with Civil Service Employee Policy to identify ways of providing consistent information and support for women, their colleagues and line managers across government.

The group are also working with Civil Service Learning to develop an e-learning module to educate colleagues on the possible impacts menopausal symptoms can have on women in the workplace, and ways in which they can help themselves and managers can support them too. The group reviewed and offered ideas to include on the menopause for the recently updated attendance policy. Contact: Bernice.Allport1@environment-agency.gov.uk

Engaging men in gender equality

Jason Ghaboos is currently on secondment to Murray Edwards College (University of Cambridge). Following their research of 'collaborating with men', Jason is currently testing the research within Departments. The seven main daily work culture issues or barriers (micro-aggressions) identified by much academic research include:

- Women being interrupted in meetings
- Women not being credited for their contribution in meetings
- Same behaviour from men and women – but different reaction if you are a woman
- Men and women evaluated differently for promotions
- Benevolent sexism
- Informal networks are important for opportunities and decision-making – but they tend to be male dominated
- Men have better access to sponsorship opportunities

Jason will share his views on engaging men in gender equality work.

Contact: Jason.Ghaboos@homeoffice.gov.uk

Where do we go from here?



Supporting gender equality and gender inclusivity

Gender equality and gender inclusion are sometimes seen as separate, even competing, goals. Gemma Kinsey from a:gender will share information about how the a:gender network supports trans, non-binary and intersex colleagues across Government. Gemma will highlight how increasing our understanding of gender inclusivity works towards the same goal as gender equality. She will also touch on how lesbian, gay, bisexual and transgender networks can work together with women's/gender networks and reach out together to build alliances with other support networks to help provide greater support for women who lives are shaped by the intersection of multiple protected characteristics.

Contact: gemma.kinsey@environment-agency.gov.uk

Gender Pay Gap

Victoria Taylor (FDA) will speak about individual actions to close the Gender Pay Gap.

1. Talk about pay with your colleagues – it doesn't make you nosy or intrusive! Starting a conversation about how much you earn for the job you do can help identify issues, and see if anything unjust and potentially illegal is going on.
2. Ask your employer what the pay gap is in your workplace, or even in your directorate or team. Let them know that it's important to you that all staff are treated fairly when it comes to what they're paid for the work they do. A useful step you can take is to ask your employer for more information about your pay position using the Acas procedure for asking questions about discrimination. As a manager, think about those who work part-time. Are their jobs suitably adapted to fit around their working pattern, or are they just expected to do the same work in less time?
3. Join your union! We can provide representation, legal advice and negotiate on your behalf to address anomalies and find solutions.

Contact: victoria@fda.org.uk

Where do we go from here?



Period Dignity

In June 2018 Scottish Government began to make period products available for free in Government Buildings for staff and visitors. This decision was in keeping with our People Strategy commitment to treat everyone with dignity and respect, and was taken in the context of growing public awareness in this area.

Getting your period can happen unexpectedly and often at inconvenient times – whether that is at work, or on the way to a meeting. Anyone who menstruates can find it difficult to access sanitary products during the working day, and the hope is that this move will ensure that lack of access to products does not impact on an individual's ability to fully participate in their Scottish Government business, and will set an example for other public sector bodies in Scotland.

Putting this in place required close cooperation between staff working in policy, corporate services, facilities and diversity & inclusion. A range of types and absorbencies of products are available in baskets in an adequate number of ladies toilets, disabled facilities, and gender neutral toilets in each building. They are also being made available in a limited number of male toilets to be inclusive of transgender males who menstruate. The demand will be monitored by volume over a twelve month time frame, to identify the level of uptake and enable the locations, product range and future budget to be amended in line with usage and feedback.

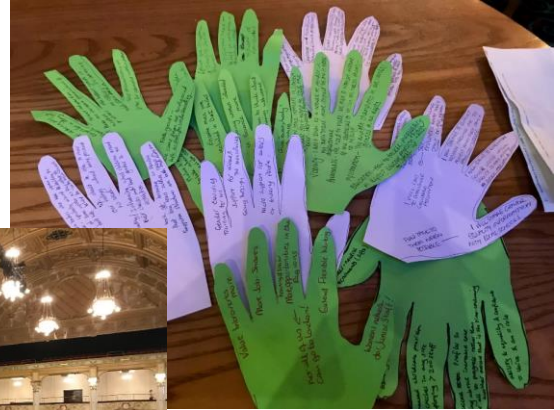
The feedback from staff has been overwhelmingly positive with some staff even bringing in products to add to those available.

This move complements our world leading policy to make free period products available to pupils, students and learners at schools, colleges and universities across Scotland from August 2018 and our funding to provide access for up to 19,000 low income people through third sector partners. We will go even further in 2019 working with local authorities and other public bodies to widen access right across the spectrum of public buildings and services. Our internal action is truly leading by example.

Contact: Elaine.Moir@gov.scot

The future

During the Civil Service Live tour, thousands of ideas were Submitted. Attendees were asked for their ideas to improve gender equality in the workplace within the next ten years. Ideas included:



- More dissemination of programmes, not awareness
- Guaranteed interview schemes for male dominated roles
- Run awards for our best part-time civil servants
- Paternity leave for a longer period
- Self-development courses for men to improve empathy and emotional intelligence
- Reasonable adjustments for male parents to be new parents
- IT that can cope with job share
- removal of Mr, Mrs and Miss and use gender neutral titles
- Strong female mentoring system
- Change the concept of what a good leader is
- Advertise all posts as potential part time or job share in the public sector
- Stop asking gender/marital status on applications
- More training and senior opportunities in the regions - not all of us can go to London!
- Networks of non-mothers
- Move our workplace language beyond the gender binary
- Support for women and men with increased parental responsibilities as their own parents age eg part-time work, career breaks

THE LIFEBOAT FUND
Helping the RNLI save lives at sea



St Andrew's Club
The world's oldest youth club, founded 1866



**Cardinal Hume
Centre**
Turning Lives Around

Etcetera
The Civil Service Choir

at Christmas



1pm Tuesday 11th
The Christmas concert!
Admission free - Charity collection

7pm Thursday 13th
Yuletide comfort & joy
Tickets £10 (see website)

1pm Tuesday 18th
Traditional carol service
Admission free - Charity collection



St Stephen's, Rochester Row
www.civilservicechoir.org.uk

Pankhurst Anthem



Claire Eadington sang The Pankhurst Anthem at the launch event. Claire is a soprano soloist and a colleague in the Environment Agency. The music is by Lucy Pankhurst and the words by Helen Pankhurst. The piece was commissioned by BBC Radio 3.

REFRAIN:

I hear the sound of feet Perpetually beating The pounding of our hearts as we march on through the streets A sisterhood of sacrifices made along the way But now we stand Today

VERSE 1:

If we win this hardest of fights To be sure, the future will be made easier For women all over the world To win the fight when their time comes

REFRAIN VERSE 2:

Our own path, the right to live To tell our story with what we have to give So, listen, tho' you may feel alone This is the sound of those that follow you

FINAL REFRAIN:

I hear the sound of feet Perpetually beating The pounding of our hearts as we march on through the streets A sisterhood of sacrifices made along the way But now we stand! We sing! We rise! Today!



Thank you



The success of the commemorations are down to hundreds of volunteers. We cannot thank them enough. Special thanks go to:

Foreign and Commonwealth Office for hosting our launch event and the Global Flag Relay.

Department for International Development for hosting our final event and the Global Flag Relay.

Eleanor Binks (Cabinet Office) for leading the UK Flag Relay. As well as hosting Civil Service Live workshops, being on the organising team of the Launch event and the final event, Processions. Ellie is involved in all things centenary.

Siobhan Sherry (BEIS) for leading our blog platform '100 years, 100 women' and for our suffrage centenary video which has been viewed by thousands of people. As well as rolling up the sleeves and getting involved in pretty much everything during this year.

Our Final event organising team - Ciara Coughlan (DFID), Vicky Iglkowski (The National Archives) and Rosa Fox (GDS).

Volunteers – Whether involved in our launch, flag relays, Processions, Civil Service Live, video, local events, final event, EqualiTeas, bloggers, workshop with Helen Pankhurst – THANK YOU!

A message from our lead, Keela Shackell-Smith MBE

The centenary of the first vote to include some women marks the end of my secondment to the Civil Service. The commemorations within Civil/ Public service have been an absolute joy to lead. This year has been the best of my career - I love the power of volunteers, I love that the campaign has been across Government Departments and Agencies, I love that the focus has been out of London (like the Suffrage Movement) and I love that so many people are passionate about accelerating our efforts in gender equality in the workplace. Here's to 2028 and our next celebration.



JOIN THE FDA THE VOICE OF WOMEN LEADERS IN THE CIVIL SERVICE



The FDA is the trade union representing more than 18,000 of the UK's senior public servants and professionals working across Government and the NHS.

We improve the working lives of women across the civil service. From HEO to SCS, we empower our members and equip them with the knowledge and tools to progress their careers and carry out the brilliant work they do.

- We help members on a one-to-one basis with employment advice and representation.
- We are proud to stand up for civil servants' integrity, impartiality and professionalism.
- We are committed to professional development.
- We lobby politicians and shape policy at a national level.
- We help you make a difference, especially through our Women's Network. If you wish to help us help women in your workplace, email National Officer Victoria Taylor on victoria@fda.org.uk

To find out more and become a member of the FDA, visit

www.fda.org.uk

 @FDA_Union  FDA (trade union)

A huge Cross Government campaign

Welsh Government Cabinet Office Home Office
Environment Agency Department for Transport
Her Majesty's Passport Office Northern Ireland Foreign and Commonwealth Office
HM Treasury Ministry of Housing, Communities and Local Government
Department for Work and Pensions Scottish Government National Railway Museum Ministry of Defence
Department for Environment, Food and Rural Affairs HM Prison Service Department for Exiting the European Union Department for Education
Coal Authority GCHQ Department for Business, Energy and Industrial Strategy
Northern Ireland Office National Railway Museum NHS Digital
HM Land Registry The National Archives Royal Air Force
Animal and Plant Health Agency National Crime Agency National Nuclear Laboratory
Her Majesty's Passport Office Civil Service LGBT+ Network
HM Revenue and Customs Department for Communities (Northern Ireland)
Met Office Sussex County Council Natural England
Marine Management Organisation National Assembly for Wales

A huge Cross Government campaign

North-West Regional Women in Policing Network'
UK Export Finance Department for International Development Marine
Nottingham Women's History Group Scotland
Department for International Trade
Crown Office of the The Pensions Regulator
Prosecution Public Ministry of Justice
Service Guardian
Food Standards Agency Department of Health and Social Care Birmingham Museums Trust
Homes England Lincolnshire Council
Birmingham City Council Department for Digital, Culture, Media and Sport Planning Inspectorate
Office for National Statistics Public Health England
Valuation Office Agency Health and Safety Executive
Crown Commerical Service Nottingham Women's Centre Government Digital Service
Department for Education Tideway North East Lincolnshire Council
Legal Aid Agency Insolvency Service
Advisory, Conciliation and Arbitration Service Leicester City Council Nottingham City Council
Wilton Park



If it really was a magic wand I would ensure all 15 year old boys spend a week as a girl.

Gender Pay Gap does not exist (anywhere in the world!)



I would ensure that every boy is raised a feminist and taught the importance of being personally responsible for ensuring that people of all genders are treated equally, in every sphere of life - this includes at home, at work, in sports, in education in politics, in health, and the list goes on.



If I had a magic wand, what I would do to accelerate gender equality

I would implement a programme in primary schools to remove the gender bias that still seems to exist and illustrate the career and lifestyle opportunities available to everyone regardless of gender.

I would remove bias from every person in the world



I think we need to think of all genders when we think about gender equality, so it's not just male and female, it's any gender. I also believe we need to look wider than just gender as other characteristics define a person's experience too, such as people of colour, disabled people, LGBT+ people, older people

I would also like to see intersex people gain the ability to obtain accurate documentation like birth certificates, passports and driving licences that legally recognise them for who they are.



