



AGENDA

	Overview	Actions
Introductions	<p>Present: Beena Rajkumar (Chairing), Ruth Reed, Becky Horne, Reena Gupta, Claire Wilson, Elizabeth Tyrell-Bunge, Paul Rees (first half), Syeda Ali (by phone for first half of meeting), Natasha Budwani 1515 onwards, Raka Mitra 1520 onwards, Sara Davies 1520-1610 (by phone), Ros Ramsay 1555 – 1605 (by phone), Louise Howard (1630, short phone call)</p> <p>Joined by George Roycroft to discuss policy in latter part of meeting.</p> <p>Apologies: none</p> <p>Minutes: RR</p>	
Paul Rees CEO	<p>College – WMHSIG</p> <p>PR said it was an exciting time for WMHSIG. The College has developed a new strategic plan for 2019-20 which has just been published online with a positive response. This includes a statement of the College’s ‘vision’ which took a long time to develop: ‘A strong and progressive College that supports its members to deliver high-quality, person-centred care across the UK and all over the world.’</p> <p>The College did not have official ‘values’ until last April. These have now been added to strategy and the values are Courage, Innovation, Respect, Collaboration, Learning, Excellence. The College will be doing a gender pay audit of their own staff this year, although they have under the number (250) which makes the college obliged to do so – this is part of the Respect value.</p> <p>The first ever SIG chairs day was held in November 2018, attend by BR and RR. Various action points were generated and answers to these are anticipated fairly soon and will be circulated to the SIGs.</p> <p>45% of College membership is female. 4 SIGS have majority female, AFSIG, VIPSIG, Arts, and of course WMHSIG!</p> <p>WMHSIG has 515 male members, 3077 female. 24% are in London. There are 236 committees of the college. These have recently been mapped.</p> <p>There are faculties, divisions, devolved councils and SIGs. These are all represented on a single page infographic which is available under the website section ‘About the College’.</p> <p>WMHSIG is a SIG the College is particularly keen to support in accordance with the College values. 98% of psychiatrists remain registered with the College after gaining membership, 15% are overseas members. There are divisions covering the whole world.</p>	<p>Feedback awaited on points from SIG chairs day about SIG functions</p>

	<p>College try to represent diversity in terms of their use of photos, and have recently released a speaker diversity policy, which mandates that all events should look for a diversity of speakers.</p> <p>The college is very keen to complete the work on abuse of power which Nicola started.</p> <p>The college might look to produce a statement on sexism for 2020.</p> <p>Previously there was a policy of CALC being involved with larger events; the college is reviewing whether this is still appropriate or could be more flexible.</p> <p>Syeda Ali asked why WMHSIG is a SIG not a Faculty. Paul said he thought this was based on Faculties being for particular clinical specialisations. SIGs cover key issues and themes that would not properly be covered elsewhere and draw people together across specialties. Syeda thought the faculties seemed to be on a better financial footing than SIGs. 20-25% of College spend each year goes towards supporting faculties, committees and SIGs, but these formulae will be reevaluated. The College is trying to sense-check a range of issues.</p> <p>Raka mentioned the WMHSIG survey; and career support was mentioned amongst self-reported needs identified in this survey.</p> <p>CEA awards timetable was published yesterday; previously these have been heavily allocated to men, although the barriers seem to be around applying rather than succeeding; when women do apply, the rate of being granted seems to be relatively equal by gender.</p> <p>RR suggested whether some more active guidance around how to know when to apply and how to assess LTFT candidates for CEA. Sara said she had met with AMROC flexible careers committee about the same issue; it is clear that women are not applying at the same rate as men; being on statutory leave can also affect people's confidence and readiness to apply. Wendy Burn is going for a meeting at ACCEA next week.</p> <p>Sara also noticed that it was also very important that job plans and CEA assessment panels took account of LTFT work.</p> <p>PR also noted that the college media profile is higher than ever, more trainees choosing psychiatry, and website and membership database and IT have all been improved.</p> <p>Devolved councils have also been introduced. The college has had a higher impact on government policy than before.</p> <p>RM also noted that work has been started to engage women psychiatrists who are carers for people (children or adults) with complex needs and to think about their career needs. The BMA are interested in this issue, but as far as is known, other colleges are not specifically exploring this aspect of careers.</p> <p>Paul noted RCPsych Insight will be coming out quarterly and will contain some information on the SIGs.</p>	
<p>Women in Mind (WIM) events</p>	<p>Events for 2019 see below</p>	

<p>CPD</p>	<p>Annual Conference – this event went really well with excellent attendance and interest in it Claire, Lizzie and Ruth attended. Louise noted there was also lots of interest around sexual violence also and running a conference around that theme so that will be selected for the 2019 conference theme. CQC recently reported on sexual violence on wards so it is a nationally pressing issue. BR discussed wide ranging impact of complex and early childhood trauma on adult patients. It is booked for December. Discussed also doing a careers event for women which could work with the PSS jointly. AFSIG are interested in linking up with us – would be helpful to explore their interest in a shared event. However for the December annual conference it would be important to keep the focus primarily on adult women’s MH for most sessions so RR could link with AFSIG Chair Heidi Hales and see what might work in terms of an alternative shared event and bring ideas back. CW will be point of contact for suggestions for conference plan and will link in with LH, RR and BR would be interested in helping shape programme plan owing to clinical interests in this area. WMHSIG symposium has been accepted on trauma informed care. Louise Howard thanked Claire for achieving this. 2019 topic & venue Other CPD events - ‘In Conversation’ event held in November – first time that had been trialled. Ulrike Schmidt and Geraldine Strathdee – it worked really well. Women in Mind events have had non psychiatrist, high profile guests – which seems to encourage broader attendance. They are expensive to run in terms of refreshments. They do not accept people who charge a fee. Suzi Orbach said she might be interested. Not known if she would charge a fee. We have also spoken to Sarah Ditung who would be happy to be in the interviewer or interviewee role.</p>	<p>To link in with PSS for a day on careers. Claire to look at overview of programme – email Claire by start of March with ideas. BR and RR link with CW re programme to contribute ideas re complex trauma and sexual harm topics. Ruth link with Heidi Hales from AFSIG and link HH with Claire if agree interest in a joint event outside of annual conference.</p>
<p>Career</p>	<p>LTFT: Sara Davies – Sara has been acting as an advisor to the college around part time issues. Sara attends the AMROC and link in to the Education and training committee, and HEE. The key points from Sara’s point of view were ensuring support for colleagues wishing to work LTFT. This includes a number of male colleagues too, and is not relevant for all women psychiatrists. A leaflet has been approved which is due for release imminently around LTFT training. Katherine Squires has been trying to get a named contact for each deanery (as was) for trainees and consultants. That has not so far generated full coverage of the UK. A new webpage has been developed and a draft has been submitted. There was a plan to put information in both the training and members areas of the website, as well as a link via SAS pages. This will also include some advice around some making consultant posts work LTFT. Raka fed back there were conversations around resource development with PSS. PSS is quite stretched, and there was a question around whether WMHSIG could be more involved</p>	<p>Ruth, Beena, Natasha and Lizzie will generate a more crystallised idea around what the women’s career compendium might look like and bring back to group to consider suitability to take forward BR and RR will consider options for women’s careers event and bring back a proposed plan to group</p>

	<p>in this, but it was felt WMHSIG do not have much resource to contribute more to this at present beyond shared resource development. There is some work with PSS around guidelines about pregnancy and return. Only 2 other colleges have good advice around this. Sara said she gets quite a lot of emails about specific issues which can be time-consuming and often would be best directed elsewhere. The college intends to set up an email address around this and they could respond to quick practical queries, and any more complex queries could be diverted to perhaps a broader network of suitable people. Becky said that it was important that there should also be strong local connections as the primary point of contact for people, and building systems and network knowledge would be helpful to divert many queries. Sara was going to ask the heads of school for a named person, although this may change often. Some people returned this information, but others were unable to or did not respond.</p> <p>It was asked whether the occupational psychiatry SIG might be relevant – Ros said she was in contact with the chair. PSS were often contacted by people with multiple complex issues, often people were also working LTFT. There is rarely a single issue for callers.</p> <p>Ros said she had via PSS linked with the coaching and mentoring advisor. There is a lead for mentoring in each division. Ros wondered if this network might be a good one to tap into.</p> <p>Beena discussed the idea of focusing perhaps as a main strand of the SIG this year on women psychiatrists' careers and could use the conference to help build this network if so.</p> <p>Becky noted that it was fairly common for people to work LTFT for health or mental health reasons, rather than for childcare/caring responsibilities. It was noted that it could be difficult to decide where the limits of useful tasks for the SIG were around this issue and where best to direct SIG energies.</p> <p>Ruth and Beena discussed maybe gathering a compendium of women's career trajectories to help inspire and offer ideas to women – possibly as a trainee project supported by WMHSIG. BR and RR had spoken to Wendy Burn about possibility of a women psychiatrists' careers day – it was felt the Annual Conference would best be on sexual violence, and a separate event on careers would be best.</p>	
<p>Membership & Involvement</p>	<p>Finance Officer – post</p> <p>Syeda said for the past year balance has been around £1000. The balance should now be just over 5000, with 700 of that counting as in College reserves. Syeda has been asked to resubmit a business plan.</p> <p>Historically used to give out a bursary for an essay prize – did not feel it was a good use of money, to give a financial prize, but instead to run the essay prize and offer free attendance.</p> <p>SA to end post shortly for personal reasons and will tie up the end of year report/plan.</p> <p>Syeda needed to leave meeting at this point.</p> <p>Raka noted that it was good to have some money in the account to support an event.</p>	<p>SA to check with Catherine regarding whether need formal election to Syeda's post.</p>

	Discussed whether we could think about hosting Women in Mind at RCPsych – a lot of current attendees are coming from IoPPN. It isn't easy for others to get there, but numbers of attendees might drop substantially if held at RCPsych.	
Social media	Twitter – 538 followers WhatsApp group – might be useful for quick communications/event organising, but 'proper' communications to come by email.	RR to set up committee WhatsApp group.
Website	Updates & Plans Deferred discussion.	
AOB Next Meeting	<p>FGM guidelines – request received for someone to contribute to this topic by external professionals preparing guidelines. No one on committee has any expertise or knows of colleagues with relevant expertise so this cannot be taken forward.</p> <p>George Roycroft – discussed around policies and position statements.</p> <p>Discussed the abuse of power position statement; a short document was generated originally. There is interest in reigniting it. It would be helpful to discuss with Rainbow and transcultural SIGs. Another option might be for the SIGs to write a commentary each on how it relates to their topic.</p> <p>Lots of people are on the Exec nominally. Need to have active membership, as there are SIG members who might want to be active on the committee and others who no longer have time for full participation and may need to review whether a new member could replace them and offer more time to the SIG. Important to be clear as to roles and to have a mixed skillset on the committee, and clear process of joining and leaving. The committee should not be too large or this will impede rather than enhance function.</p> <p>This is a shared issue with other SIGs and guidance is awaited from the College.</p> <p>Usually 2 executive meetings and one AGM – this could be held in late spring/early summer.</p> <p>Louise Howard and Lade Smith are not formally part of the Exec but contribute actively to WMHSIG's events and goals.</p> <p>Natasha representing the PTC as is involved for a year September to September and is keen to take part in suitable projects and activities where viable.</p>	<p>BR and RR to link with George regarding the abuse of power report. Awaiting feedback from SIG chairs day as to process around people joining the Exec and guidelines for how much participation is expected. FGM request cannot be supported by WMHSIG as unable to identify appropriate person to contribute – RR to redirect request to George Roycroft.</p> <p>AGM likely to be in May – committee to liaise within next few weeks to set a date.</p>