

# Women's Health Strategy 2024

## Survey and community & online conversations report

November 2024



# Introduction

The purpose of this report is to:

- 1. To provide an overview of our engagement activities undertaken across the autumn to gather feedback and experiences from members of the public regarding Women’s Health service in Lincolnshire
- 2. To present findings from our online survey and community conversations to inform the Women’s Health Strategy for Lincolnshire.

The NHS Lincolnshire ICB engagement team undertook discussions with members of the public and community groups between 09<sup>th</sup> July and 16<sup>th</sup> September, attending 11 community meetings across Lincolnshire with groups including communities that are underrepresented such as those from deprived areas, and younger and older women. We held six online meetings, run both in the evenings and during the day and running alongside the engagement was an online survey, that has been widely promoted to gather views on people's experiences of women’s health services in Lincolnshire and how they might like to access care and treatment in the future.

This report highlights both the activities undertaken and the results of this engagement. This feedback will be considered by Women’s Health Steering Group and will be presented at the Women’s Health Conference in November.

The feedback received has been analysed across all population groups, health inequality and equality categories. Where possible, differences are highlighted within the report, however some respondent numbers are too low to identify differences. This report is split into two sections; detailed feedback from the survey and key themes from community conversations held across Lincolnshire.

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# Executive Summary



## Executive summary

**Women made up 99% of 1110 respondents** and everyone answered the survey on behalf of themselves. Most responses came from individuals **living in East Lindsey and North Kesteven**, particularly from those aged **60-69**, followed closely by those aged 55-59 and 50-54.

37% (397) reported having **a few minor health issues**, while 31% (324) described their **health as good**. The **most used services** over the past 12 months were **primary care, dental and specialist care**.

**Good health** was described as **physically fit, active, pain-free, and able to live independently with good mental health and effective stress management**.

While **local services were preferred**, respondents were open to a **single hub model if local options, like mobile or pop-up clinics, were available**, which would be more inclusive for a large county like Lincolnshire.

**Specialist clinicians and quick access to appointments were valued** especially among working-age respondents who favoured evening and weekend slots.

**Satisfaction was high for screening and vaccinations**, though mixed reviews for services like menstrual and mental health, long-term conditions, and menopause.

People were **happier to talk about their physical health** versus their mental health.

**Top sources** for health information were the **internet, professional advice from doctors or nurses, and self-care**, with preferences varying by condition. Looking forward to future provision, **a specialised women's health centre was the most desired service** – both as a physical hub and an online information resource.

## COMMUNITY CONVERSATIONS

We visited **11 locations** across Lincolnshire, **speaking with 120 women**, and held **8 online meetings with 31 participants**, including the public and staff.

Women expressed a desire for a **more inclusive, supportive, and effective healthcare system** that addresses their specific needs.

They shared experiences of **feeling dismissed or misunderstood, often due to age, and raised concerns about waiting times, fragmented services, conflicting information, stigma, and workplace challenges**.

The idea of a **specialised centre was welcomed**, with local resources and a central hub suggested; **mobile/pop-up clinics were seen as valuable additions** particularly when addressing the size of the county.

**Access to highly trained professionals**, including a specialist at each GP practice, was important, with **a preference for female clinicians among some, especially under-25s and neurodiverse women**.

A **“one-stop shop”** for multiple services was popular, **along with flexible, self-referral-based appointments, especially in evenings and weekends**.

A **digital resource for practical self-care information** was favoured, helping women answer questions like “is this normal?” or “when should I see a doctor,” and seen as useful for men supporting female family members.

**Collaborating with schools and employers** was also encouraged, with a call for more comprehensive health education for girls beyond sex education and menopause training for workplaces.

# Section 1

## Overview of engagement activities and promotion



## 1.1 Overview of engagement activities

The following section describes the engagement activity undertaken for the Women's Health Strategy:

- Engaged with **11 groups** across Lincolnshire, engaging with **120 people**
- **31 people** attended online meetings
- **1110 responses to the survey**

## 1.2 Survey

The survey, available in multiple formats and accessible on the NHS Lincolnshire ICB website, was promoted alongside in-person engagement activities. It was sent to the ICB's stakeholder database (over 10,000 contacts) and was advertised through various channels, including:

- Social media accounts of the ICB and partner Trusts, with Lincolnshire partners asked to share and extend the reach
- Distribution to Local Resilience Forum (LRF) partners, including local authorities, EMAS, Public Health, Police, and the University of Lincoln.
- Featured in NHS Lincolnshire ICB engagement bulletins and posted on the Nextdoor forum
- Shared within providers' member databases, staff networks, and stakeholder networks
- Leaflets and posters with QR codes were distributed during events and community visits.
- ICB webpage



## 1.2 Survey distribution

### Online survey distribution

The Communications and Engagement teams across the ICB and three providers trusts distributed the online survey link to a range of people outlined in the below table.

To enable us to provide more opportunities for the public, staff and stakeholder to find out about the survey and have their say, we also asked partners and community organisations to share the survey link with their members, groups and wider communities. **The groups in the right box and on the following page received the distribution via NHS comms cascade or the ICB engagement bulletin/ primary care bulletin.**

| Audience                    | Distribution                                                                                                                                                                                                                                                                    |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Staff and internal</b>   | LCHS (2,630 via staff bulletin)<br>ULHT (10,000 via staff intranet)<br>LPFT (shared via staff intranet)<br>NHS Lincolnshire ICB (420 via Team Talk News and staff Facebook)<br>GPs and Primary Care via the Primary care bulletin (approx. 650)<br>Patient participation groups |
| <b>Provider memberships</b> | ULHT Newsletter —12,000                                                                                                                                                                                                                                                         |

| Audience                          | Distribution                                                                                                                                                                                                                                                                                          |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Voluntary Engagement Teams</b> | Age UK Lincoln and S Lincs<br>Age UK Lindsey<br>Alzheimer's UK<br>Active Lincolnshire<br>YMCA<br>Healthwatch<br>LIVES<br>Lincolnshire CVS<br>Every-one<br>Walnut Care<br>LACE Housing<br>Butterfly Hospice<br>Action for Children<br>South Kesteven Blind Society<br>Framework Housing<br>St Barnabas |

## 1.2 Survey distribution contd.

The below groups received the distribution via NHS comms cascade or the engagement bulletin:

| Audience                                                                                                  | Distribution                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Health Partners</b>                                                                                    | NHS England<br>EMAS<br>Public Health England<br>Lincolnshire Resilience Forum                                                                                                                                                                                                                                                 |
| <b>Community stakeholders including volunteer groups, support groups etc. via the engagement bulletin</b> | LPFT involvement database— 430 (service uses, carers, staff, voluntary sector reps & public supporters)<br>Community, voluntary and support groups<br>BAME communities<br>LGBT Communities<br>Carers<br>Older people groups<br>Young people groups<br>Eastern European communities<br>Disability groups (mental and physical) |

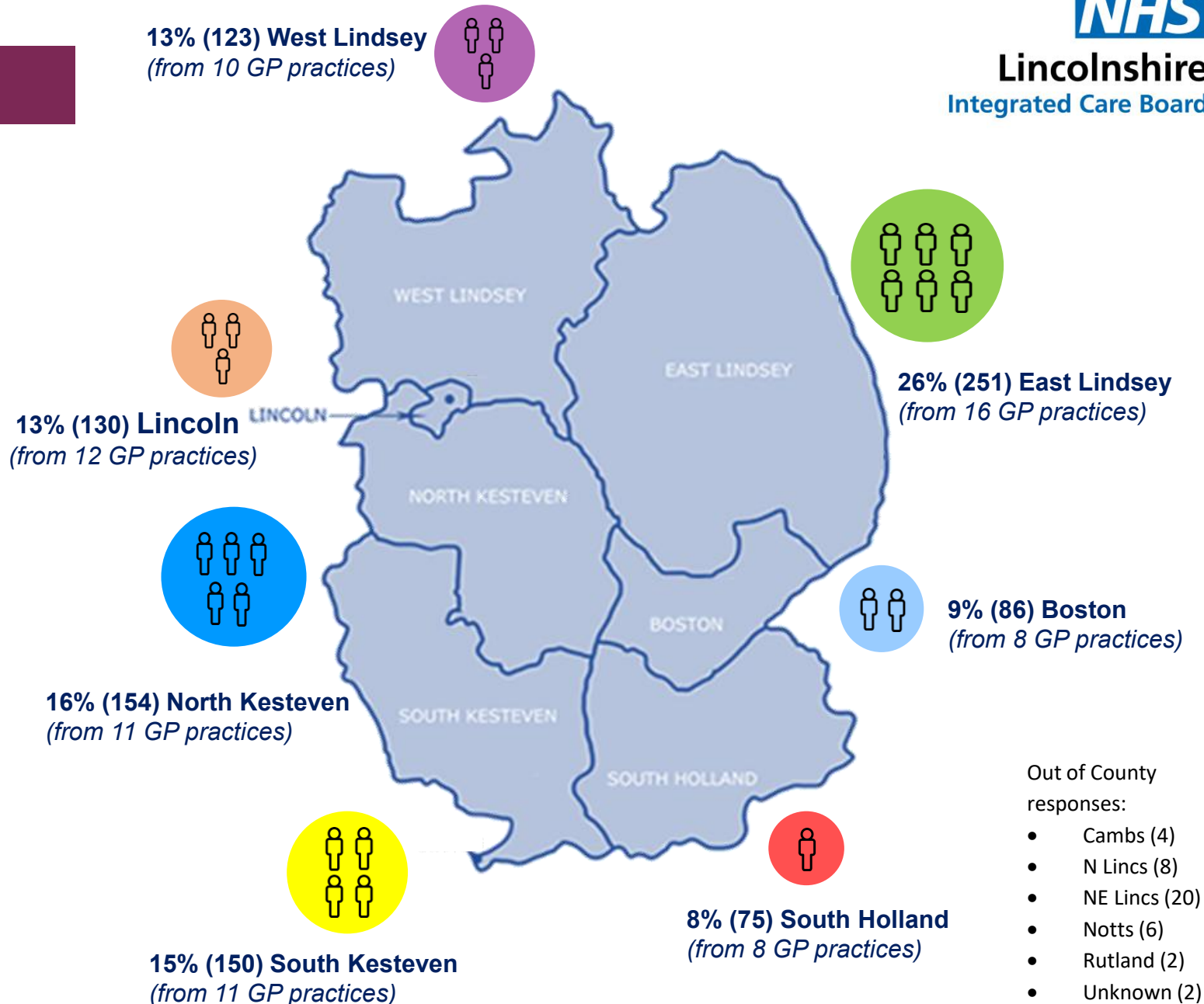
| Audience                                                | Distribution                                                                                                                                                                   |
|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>District Councils inc. elected members and staff</b> | City of Lincoln Council<br>Boston Borough Council<br>East Lindsey Council<br>West Lindsey Council<br>North Kesteven Council<br>South Kesteven Council<br>South Holland Council |
| <b>Local Employers</b>                                  | University of Lincoln<br>Anglian Water<br>The Environment Agency                                                                                                               |
| <b>Public sector providers</b>                          | Lincolnshire Police and Crime Commissioners<br>Lincolnshire Police<br>Lincolnshire Fire and Rescue                                                                             |

## 1.3 Survey respondent profiling

We advertised the survey on social media and our webpage and contacted our existing known community and voluntary partners to help us share the survey.

We targeted groups on social media and paid for targeted promotion to help the opportunity of getting involved.

The map to the right shows the breadth and reach of the respondents.



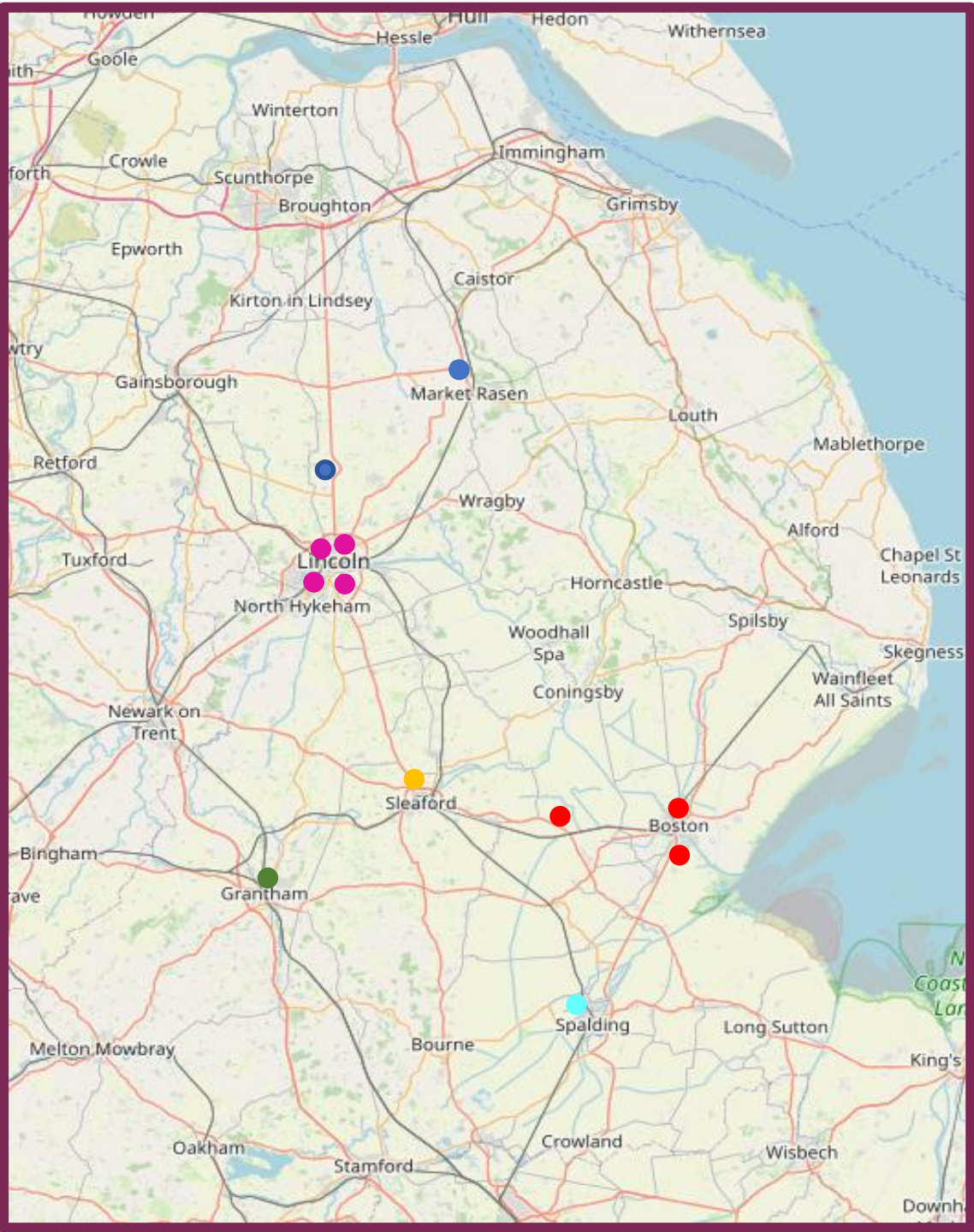
# 1.4 Out and about in Lincolnshire

Throughout the engagement period we incorporated several different activities to speak to members of the public such as attending existing community group meetings and virtual meetings.

We advertised on social media and our webpage looking for community groups to visit. We contacted our existing known community and voluntary partners to find support groups and interested parties that we could visit. We worked with partners such as Community Connectors to reach further into the county to ensure that all voices in our communities were given an opportunity to be heard and take-part.

We targeted groups on social media and paid for targeted promotion to help the opportunity of getting involved.

The map to the right shows the breadth and reach of activity undertaken by the NHS Lincolnshire ICB Engagement Team and the groups and partners who wanted to take part.



- Women Rise (22)
- We are Bridge
- University of Lincoln
- IMP PCN Board
- We are Bridge
- Wow Worthy Women
- Lincs Sensory Service
- Swineshead PPG
- Peri Meri Group
- Baytree Garden Centre
- Kesteven Grantham Girls School
- Sleaford Area Mental Health Partnership Board

## 1.5 Promotion of engagement

### NHS Lincolnshire Engagement Bulletin – The Contributor

The NHS Lincolnshire ICB Engagement Team distributes a fortnightly bulletin to approximately 10,000 contacts, including community and voluntary groups, patient participation groups, support groups and stakeholders.

An edition in August featured the survey in the "This Week's Hot Topic" section, reaching all contacts in the engagement team's stakeholder database. The Women's Health engagement – both the survey and community visits - featured in **four editions** of the bulletin.

### Leaflets

The NHS Lincolnshire ICB engagement team created a leaflet to provide a versatile and tangible means to:

- Build awareness of the survey
- Signpost/link people to the survey
- Provide the engagement team with a means of engaging with and passing information at community meetings and other events
- Leaflets were also left at several venues across Lincolnshire during face-to-face engagement

### Nextdoor Online Forum

The NHS Lincolnshire ICB Engagement Team uses the Nextdoor online platform to boost participation in surveys and questionnaires and our Nextdoor account reaches 110,269 members across 471 neighbourhoods, allowing the team to engage diverse communities, villages, and towns throughout Lincolnshire

Six posts were published on Nextdoor between 2<sup>nd</sup> August and 25<sup>th</sup> September and we had 68,436 impressions (people that saw each post) and 24 reactions.



## 1.5 Promotion of engagement contd.

### Social media and website activity

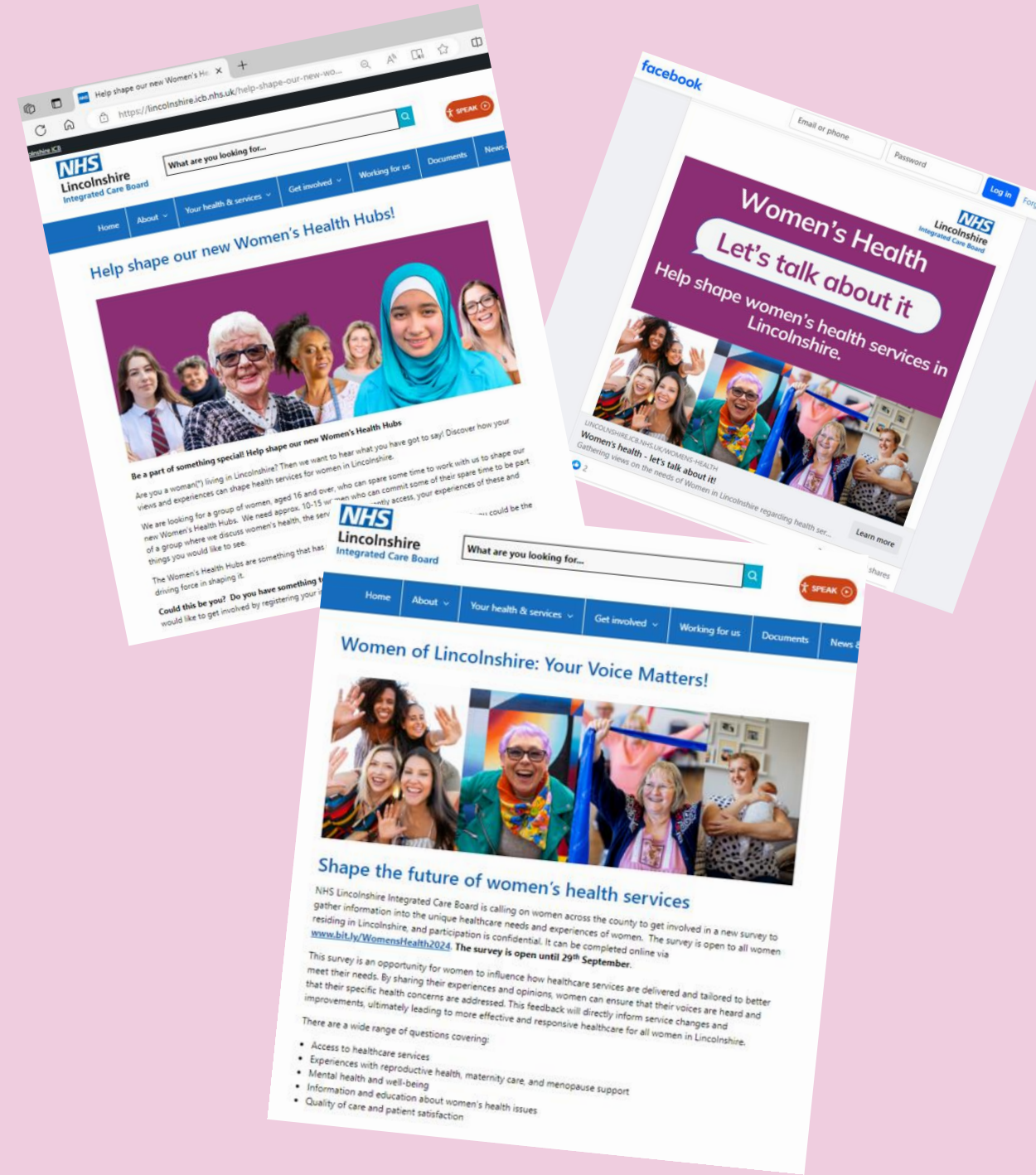
NHS Communications team's used Facebook to push traffic towards the survey on the website from **1<sup>st</sup> August until 5<sup>th</sup> October**. The posts advertised the survey, our online events and connected with community groups.

The ICB **webpage** had **4,483 views** during this period with the highest number of referrals came from the paid for Facebook/Instagram adverts with 2,508 page views.

**9 Facebook posts, reaching 19,885 people** and generating **256 reaction, comments and shares**

**3 paid for social media adverts** on Facebook and Instagram – **total reach 81,663 people** and this generated **1,954 link clicks** and **2,154 post engagements including reactions, comments and shares**

The NHS Lincolnshire ICB Communications Team also drafted posts in the system Hootsuite to enable providers to duplicate and share across their channels and tagged in providers to some of the posts.



## Section 2

# Survey respondent profiling



## 2.1 Respondent profiling

| Gender                    | %           | Count       |
|---------------------------|-------------|-------------|
| I prefer to self-identify | 0%          | 3           |
| I am non-binary           | 0%          | 2           |
| I am intersex             | 0%          | 0           |
| <b>I am a woman</b>       | <b>99%</b>  | <b>1101</b> |
| I am a transgender woman  | 0%          | 1           |
| I am a transgender man    | 0%          | 0           |
| I am a man                | 0%          | 3           |
| <i>Answered</i>           | <b>100%</b> | <b>1110</b> |

| Age range         | %           | Count       |
|-------------------|-------------|-------------|
| Under 16          | 0%          | 0           |
| 16 - 20           | 0%          | 3           |
| 20 - 29           | 4%          | 47          |
| 30 - 34           | 5%          | 52          |
| 35 - 39           | 7%          | 73          |
| 40 - 44           | 8%          | 94          |
| 45 - 49           | 9%          | 105         |
| 50 - 54           | 15%         | 172         |
| 55 - 59           | 16%         | 181         |
| <b>60 - 69</b>    | <b>24%</b>  | <b>268</b>  |
| 70 - 79           | 9%          | 102         |
| 80 - 89           | 1%          | 12          |
| 90 +              | 0%          | 0           |
| Prefer not to say | 0%          | 1           |
| <i>Answered</i>   | <b>100%</b> | <b>1110</b> |

| Health                                                          | %           | Count       |
|-----------------------------------------------------------------|-------------|-------------|
| <b>I have a few health issues</b>                               | <b>37%</b>  | <b>397</b>  |
| I am in good health                                             | 31%         | 324         |
| I am in good health but need a little support from time to time | 25%         | 261         |
| I have many health issues                                       | 7%          | 79          |
| <i>Answered</i>                                                 | <b>100%</b> | <b>1061</b> |

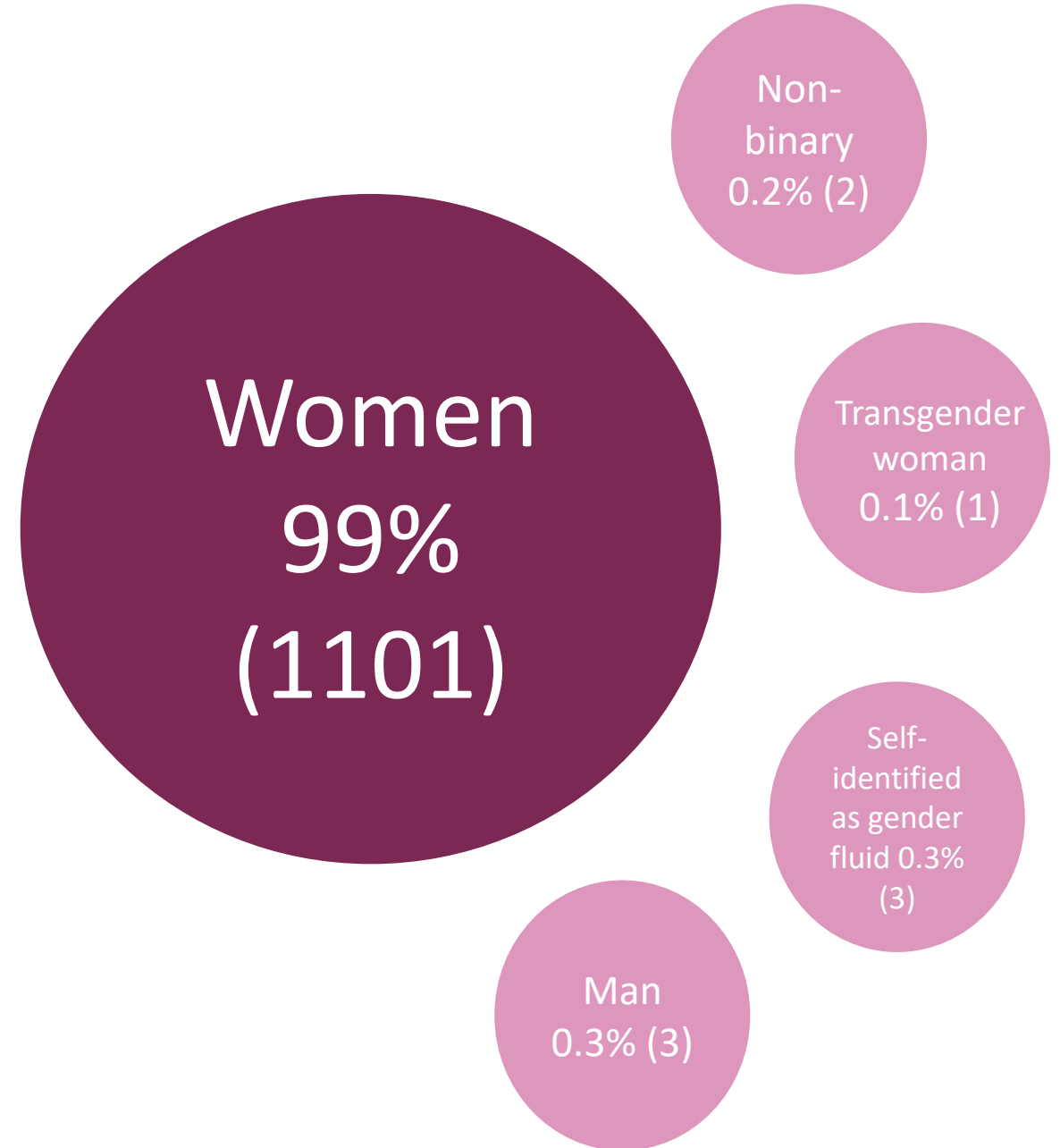
## Section 3

# Survey results and findings



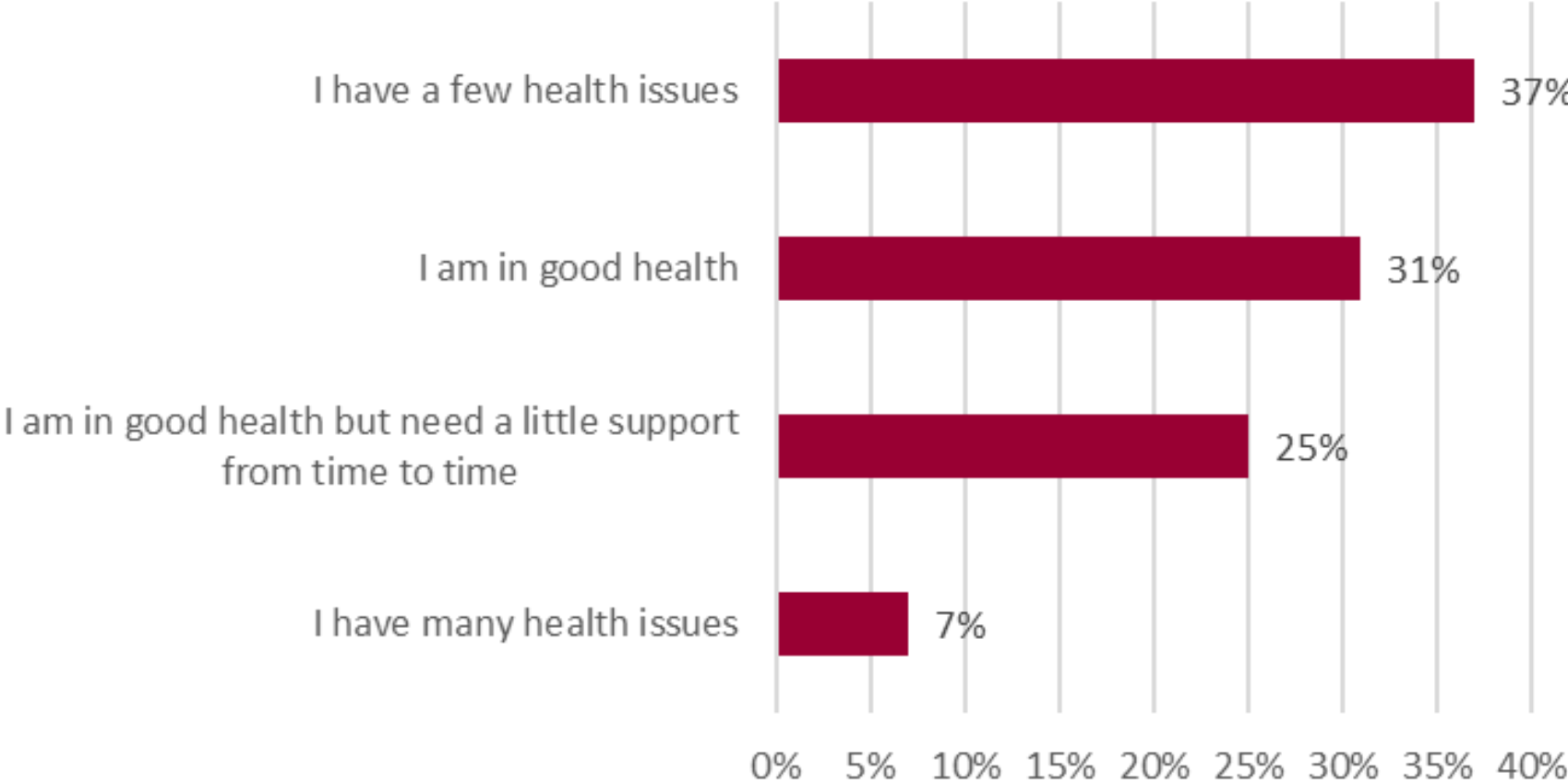
# Overview

- 99% of the respondents were women
- Total number of respondents 1110
- All respondents gave answers on behalf of themselves



**37% (397)** of respondents described themselves as **having a few health issues**. These were mostly in the age range **45-year-old and upwards**. The proportion of respondents reporting “**a few**” or “**many**” health issues increased with age.

How respondents described their health



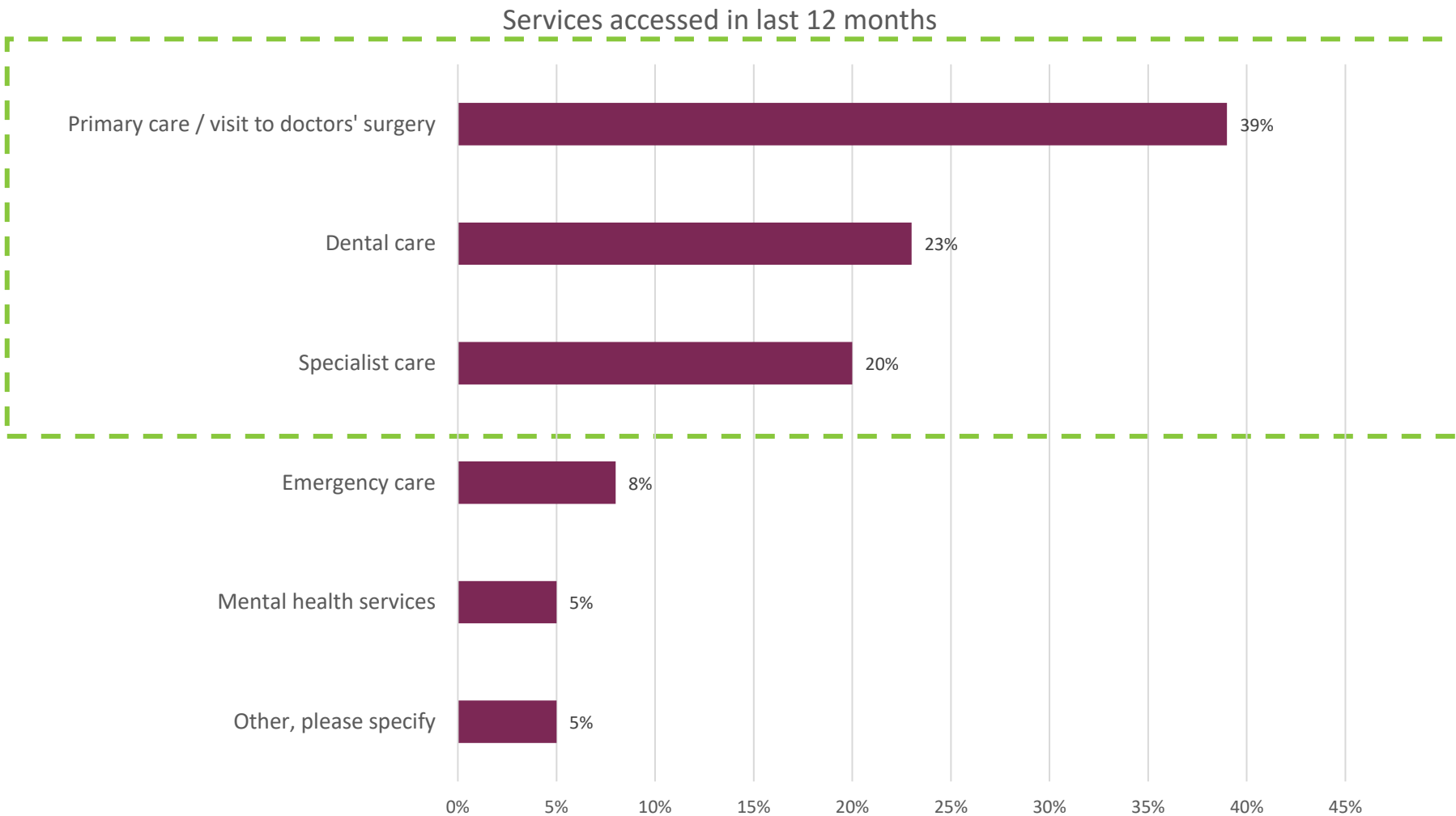
Respondents were asked to describe ‘**What good health means to them?**’

The answers were collated into similar responses and reflect a broad view of health that covers physical, mental, and social well-being, highlighting the importance of a supportive healthcare system and a healthy lifestyle. Shown in order of importance / mentions.

| Theme                   | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Physical health      | <ul style="list-style-type: none"><li>• <b>Pain-free living:</b> Many women emphasised the importance of living without pain, whether it be joint pain, chronic conditions, or general discomfort.</li><li>• <b>Fitness and activity:</b> Being physically active, maintaining a healthy weight, and having good mobility were frequently mentioned. Activities like walking, exercising, and being able to perform daily tasks were highlighted.</li><li>• <b>Independence:</b> Staying independent and being able to care for oneself without relying on others was a significant aspect of good health.</li></ul> |
| 2. Mental health        | <ul style="list-style-type: none"><li>• <b>Mental well-being:</b> Good mental health, including feeling happy, having a positive outlook, and being free from mental health issues, was crucial for many respondents.</li><li>• <b>Stress and anxiety management:</b> The ability to manage stress and anxiety effectively was seen as a key component of good health.</li></ul>                                                                                                                                                                                                                                     |
| 3. Access to Healthcare | <ul style="list-style-type: none"><li>• <b>Timely and effective care:</b> Quick access to healthcare services, including GP appointments, screenings, and specialist consultations, was a common concern.</li><li>• <b>Supportive healthcare professionals:</b> Women valued being listened to, taken seriously, and treated with respect by healthcare professional. The need for empathetic and knowledgeable professionals, especially those who understand women’s health issues, was highlighted.</li></ul>                                                                                                     |

| Theme                               | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Preventative and holistic care   | <ul style="list-style-type: none"> <li>• <b>Preventative measures:</b> Regular health check-ups, screenings, and preventative care were important to maintain good health.</li> <li>• <b>Holistic health:</b> A holistic approach to health, including physical, mental, and emotional well-being, was preferred. This includes access to alternative treatments and lifestyle advice.</li> </ul>                                   |
| 5. Quality of life                  | <ul style="list-style-type: none"> <li>• <b>Daily functioning:</b> Being able to perform daily activities without limitations, such as working, socialising, and enjoying hobbies, was a key indicator of good health.</li> <li>• <b>Quality of life:</b> Living a fulfilling life, being able to enjoy time with family and friends, and having the energy to participate in various activities were important aspects.</li> </ul> |
| 6. Specific health concerns         | <ul style="list-style-type: none"> <li>• <b>Women's health issues:</b> Access to services related to menopause, menstrual health, and reproductive health was highlighted. Women expressed the need for better support and understanding of these issues.</li> <li>• <b>Chronic conditions:</b> Managing chronic conditions effectively to minimise their impact on daily life was a priority.</li> </ul>                           |
| 7. Lifestyle factors                | <ul style="list-style-type: none"> <li>• <b>Healthy lifestyle:</b> Maintaining a healthy diet, regular exercise, and a balanced lifestyle were seen as essential for good health.</li> <li>• <b>Self-care:</b> Taking personal responsibility for health through self-care practices was important.</li> </ul>                                                                                                                      |
| 8. Social and environmental factors | <ul style="list-style-type: none"> <li>• <b>Support systems:</b> Having a strong support system, including family, friends, and community resources, was seen as beneficial for maintaining good health.</li> <li>• <b>Environment:</b> Access to clean air, green spaces, and safe environments for physical activity were also mentioned.</li> </ul>                                                                              |

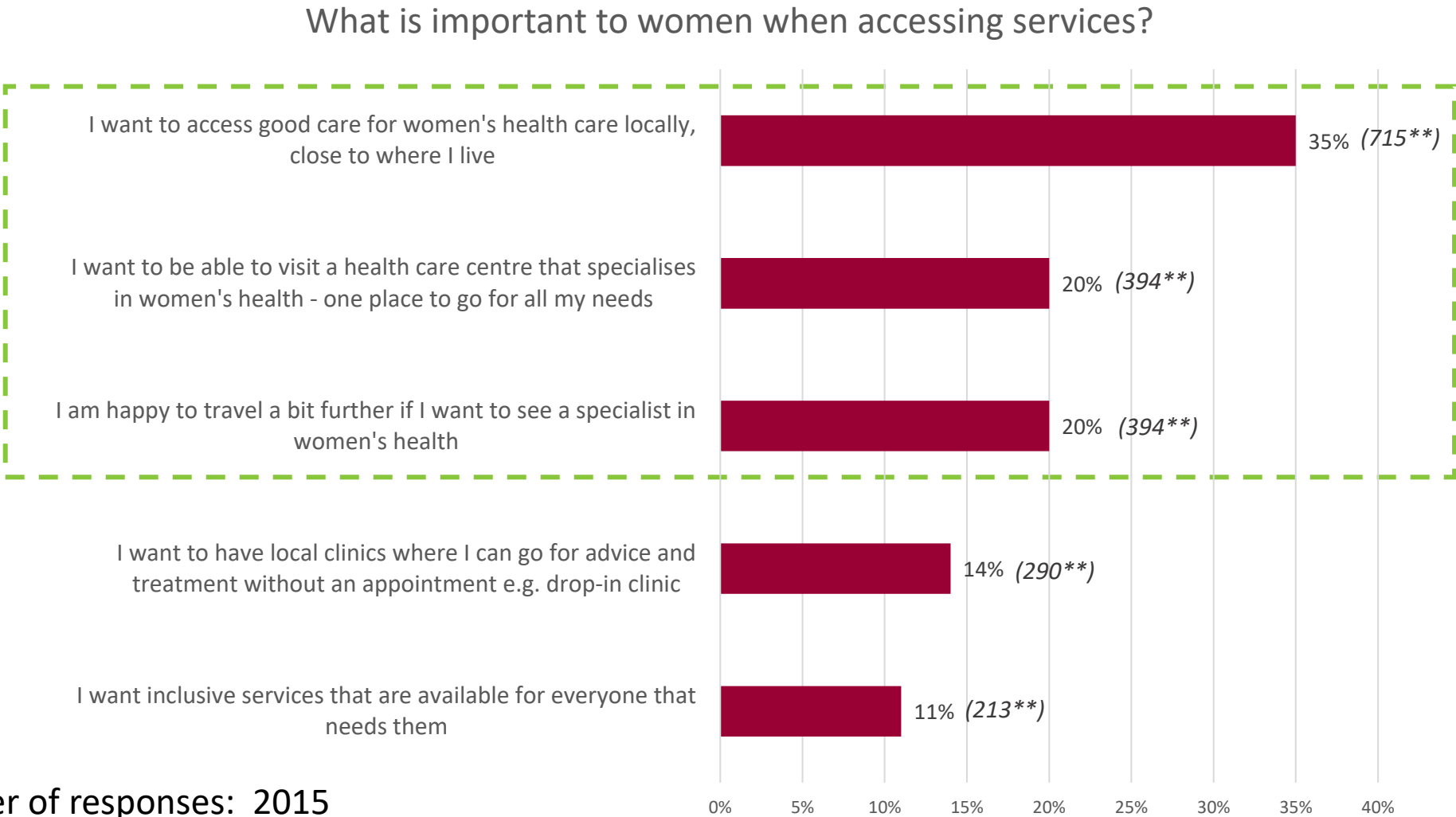
**Primary Care, Dental Care and Specialist care** were the top three **services that had been used over the last 12 months** by respondents. **Ages 60-69 years** had the highest usage rates of these services closely followed by those aged in their **fifties**.



Other services included:

- Screening – breast and cervical
- Vaccinations
- Diagnostic services
- Maternity
- Minor injuries
- Opticians
- Pharmacy
- Physiotherapy
- Other services e.g. sexual health, smoking cessation, weight management, well woman clinics

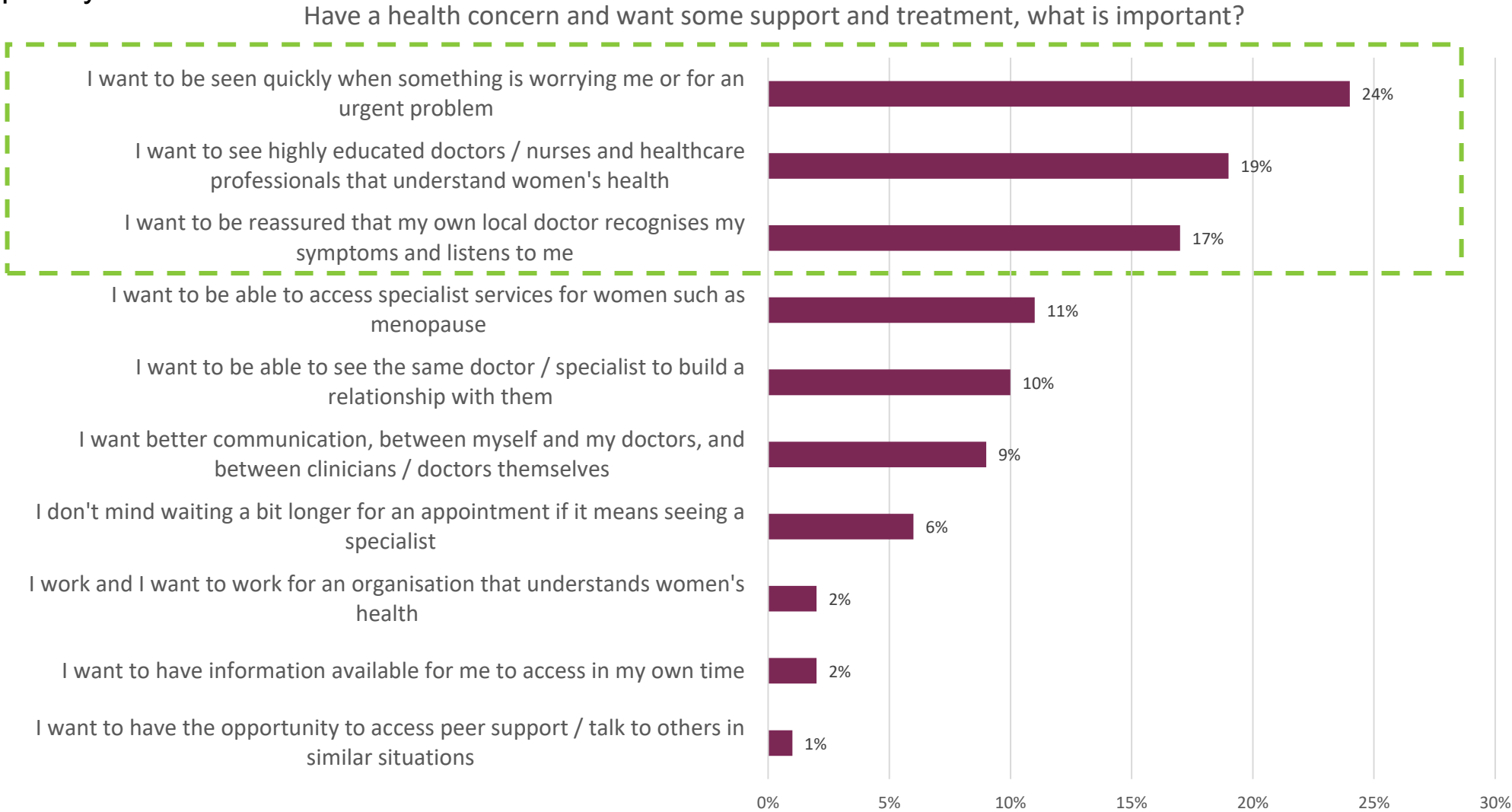
Respondents were asked to select their **top two choices** in relation of importance. Most respondents felt it was important to **access good care locally suggesting a strong preference for nearby services**. Accessing **specialised** women's health services in **a centre focused on women's health was highly valued**; and respondents expressed **a willingness to travel farther to be seen by a specialist**.



Total number of responses: 2015

\*\* Number of responses for each category is shown in brackets

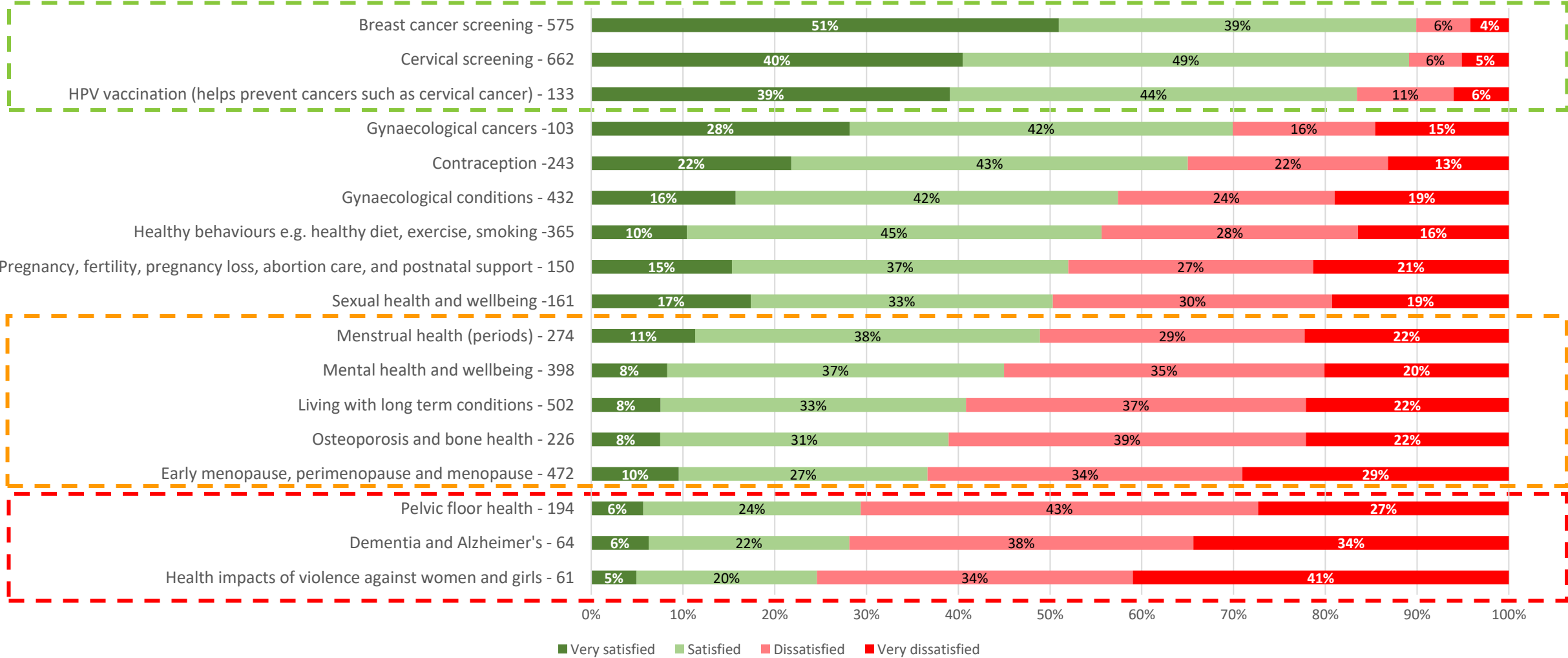
Respondents were asked what is important when they have a health concern and want to get some support or treatment. **Quick access to appointments** and **seeing highly educated health professionals** lead the top priorities with **reassurance that their symptoms are recognised** was also highly valued. Age specific priorities: **Ages 16-20 – speed in being seen** and **feeling listened to** are important. **Ages 45-59 – access to specialist services (e.g. menopause care)** is a higher priority.



Respondents rated their satisfaction on the services they had **recently used or accessed**. The number of users per service is indicated next to each service - it is important to note the variation in the number of users. For example, the noticeable high level of **dissatisfaction with Dementia and Alzheimers services equates to 46** users whereas **73 users of cervical screening are also dissatisfied**.

The section highlighted in amber where dissatisfaction levels were high among a significant number of responses / users. These services may need attention to address common concerns or improve service quality raises concerns about the quality of these services.

Satisfaction rates of services recently used by respondents

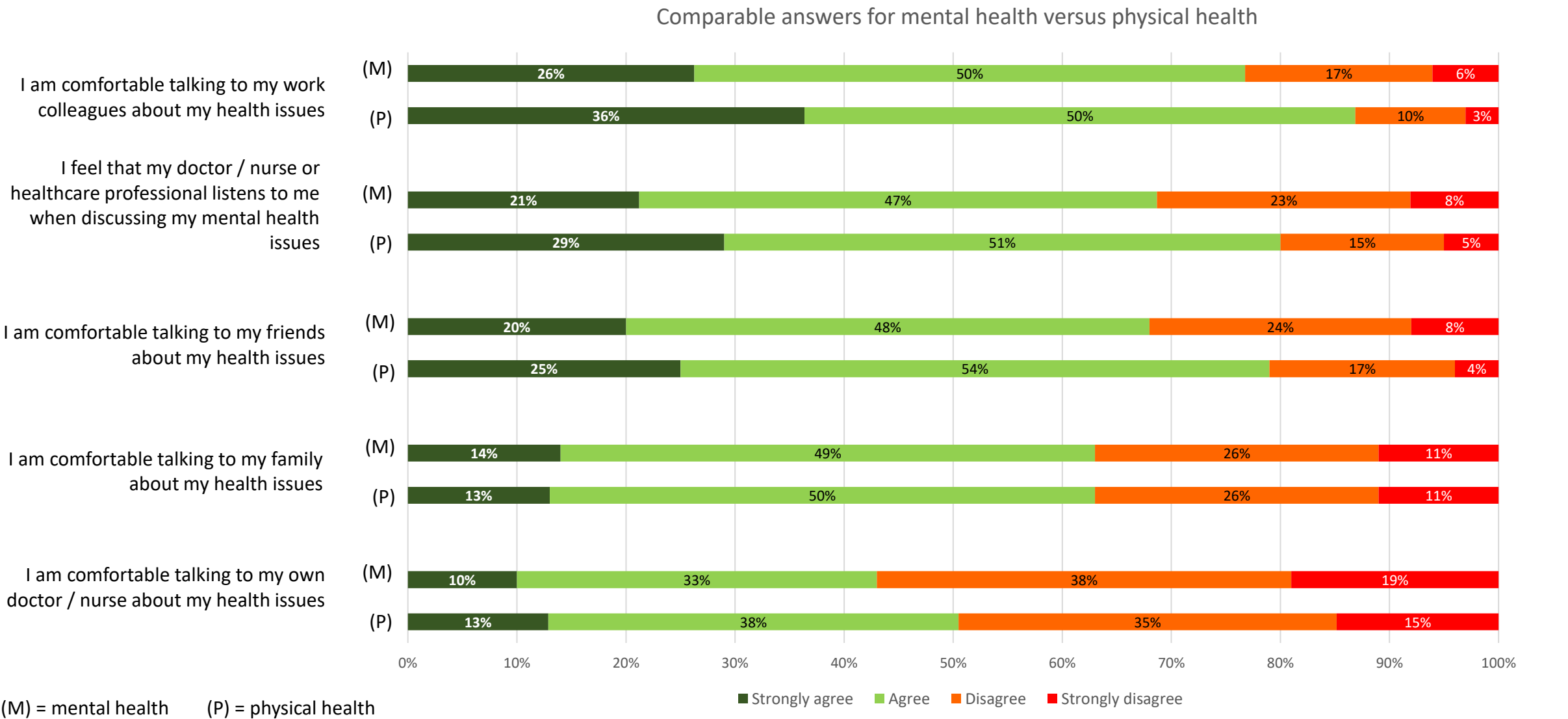


For those respondents who stated that they were dissatisfied with the care and treatment they recently received, we asked for an explanation to their dissatisfaction. The table below and on the next page summarise the reasons, these have been outlined in the number of mentions. Accessing GP services was the main cause of dissatisfaction.

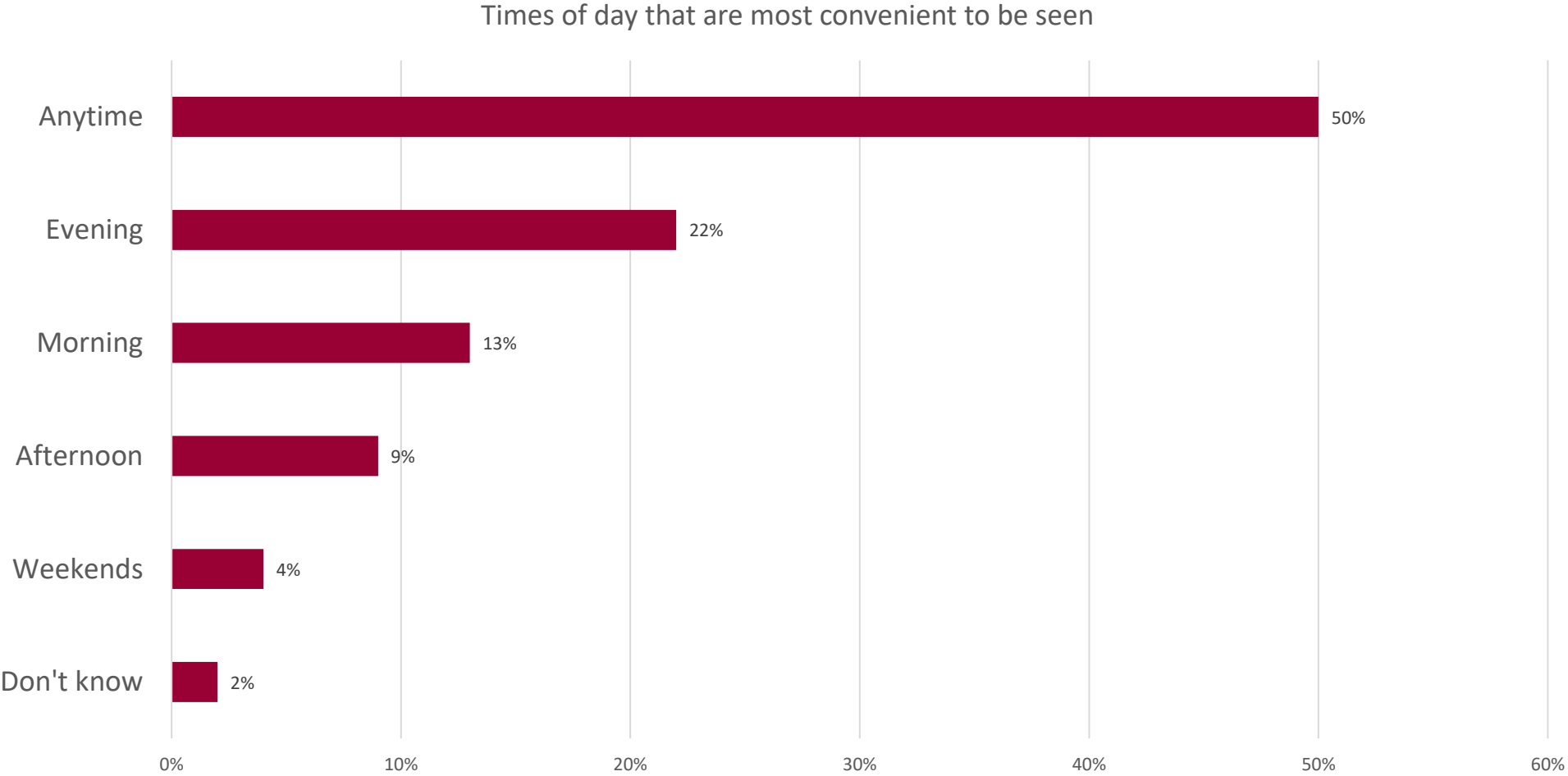
| Theme                                  | Headlines                                                                                                                                                                                                                                                                             |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>GP services (217 mentions)</b>      | <ul style="list-style-type: none"> <li>• Issues with accessing GP services, making appointments, and feeling dismissed or not listened to by GPs.</li> <li>• Complaints about the quality of care, lack of follow-up, and inadequate handling of specific health concerns.</li> </ul> |
| <b>Support services (127 mentions)</b> | <ul style="list-style-type: none"> <li>• Lack of support for various health conditions, including mental health, menopause, and chronic illnesses.</li> <li>• Inadequate information and guidance provided to patients.</li> </ul>                                                    |
| <b>Menopause (114 mentions)</b>        | <ul style="list-style-type: none"> <li>• Insufficient support and information regarding menopause and perimenopause.</li> <li>• Complaints about GPs’ lack of knowledge and reluctance to prescribe appropriate treatments.</li> </ul>                                                |
| <b>Gynaecology (68 mentions)</b>       | <ul style="list-style-type: none"> <li>• Long waiting times for gynaecological services and poor treatment experiences.</li> <li>• Issues with cervical screening, hysterectomies, and other gynaecological procedures.</li> </ul>                                                    |

| Theme                                    | Headlines                                                                                                                                                                                                                    |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Specialist services (57 mentions)</b> | <ul style="list-style-type: none"> <li>• Difficulties in accessing specialist services and long waiting times for specialist appointments.</li> <li>• Concerns about the quality of care provided by specialists.</li> </ul> |
| <b>Mental health (42 mentions)</b>       | <ul style="list-style-type: none"> <li>• Long waiting times for mental health services and inadequate support.</li> <li>• Issues with the quality of mental health care and lack of follow-up.</li> </ul>                    |
| <b>Pain management (42 mentions)</b>     | <ul style="list-style-type: none"> <li>• Complaints about inadequate pain management and lack of effective treatments.</li> <li>• Issues with accessing pain management services and support.</li> </ul>                     |
| <b>Communication (42 mentions)</b>       | <ul style="list-style-type: none"> <li>• Poor communication between healthcare providers and patients.</li> <li>• Lack of follow-up and updates on treatment plans and appointments.</li> </ul>                              |
| <b>Diagnosis (21 mentions)</b>           | <ul style="list-style-type: none"> <li>• Misdiagnosis or delayed diagnosis of health conditions.</li> <li>• Concerns about the accuracy and thoroughness of diagnostic processes.</li> </ul>                                 |
| <b>Waiting times (13 mentions)</b>       | <ul style="list-style-type: none"> <li>• Long waiting times for appointments, treatments, and specialist referrals.</li> <li>• Frustration with delays in receiving necessary healthcare services.</li> </ul>                |

When asked about how comfortable respondents were in talking about their physical health versus their mental health, **more people were happier to talk about their physical health** rather than their mental health – except for when speaking to their own family where it was equal.



**50% of respondents** are happy to be seen by a healthcare professional anytime of the day when the matter is urgent. However, when you look at the breakdown of **age versus specific times**, for those of a **working age** – **evenings and weekends are more popular** than evenings and mornings.



Respondents preferred the **internet, professional advice from doctors or nurses, and self-care** as top sources for health information, though choices varied by condition. For topics like **screening and contraception, people generally consulted their GP**, while for issues such as **HPV vaccination, menopause, and gynaecological conditions**, they felt **comfortable using the internet**. These preferences were consistent across all age groups. Green – most popular; red – least popular

|                                                                            | Talk to family | Talk to friends | Self-care and management | Internet search or known websites (like NHS) | Colleagues / people you work with | Social media | Seek advice from a doctor or nurse | Seek advice from a specialist e.g. hospital consultant | Total number of responses |
|----------------------------------------------------------------------------|----------------|-----------------|--------------------------|----------------------------------------------|-----------------------------------|--------------|------------------------------------|--------------------------------------------------------|---------------------------|
| HPV vaccination                                                            | 5%             | 2%              | 12%                      | 62%                                          | 2%                                | 4%           | 12%                                | 2%                                                     | 339                       |
| Menstrual health                                                           | 4%             | 8%              | 20%                      | 43%                                          | 3%                                | 5%           | 15%                                | 2%                                                     | 544                       |
| Gynaecological conditions                                                  | 2%             | 5%              | 9%                       | 45%                                          | 2%                                | 2%           | 28%                                | 8%                                                     | 726                       |
| Cervical screening                                                         | 2%             | 3%              | 5%                       | 27%                                          | 1%                                | 1%           | 58%                                | 4%                                                     | 759                       |
| Gynaecological cancers                                                     | 2%             | 2%              | 4%                       | 43%                                          | 1%                                | 1%           | 37%                                | 10%                                                    | 427                       |
| Sexual health and wellbeing                                                | 2%             | 6%              | 15%                      | 46%                                          | 1%                                | 1%           | 25%                                | 4%                                                     | 465                       |
| Pregnancy, fertility, pregnancy loss, abortion care, and postnatal support | 7%             | 4%              | 8%                       | 36%                                          | 1%                                | 3%           | 30%                                | 12%                                                    | 274                       |
| Contraception                                                              | 3%             | 3%              | 8%                       | 29%                                          | 1%                                | 1%           | 52%                                | 3%                                                     | 353                       |
| Pelvic floor health                                                        | 2%             | 4%              | 19%                      | 42%                                          | 1%                                | 5%           | 20%                                | 7%                                                     | 461                       |
| Early menopause, perimenopause and menopause                               | 2%             | 9%              | 12%                      | 37%                                          | 2%                                | 6%           | 27%                                | 5%                                                     | 671                       |
| Breast cancer screening                                                    | 3%             | 2%              | 6%                       | 24%                                          | 0%                                | 2%           | 47%                                | 16%                                                    | 684                       |
| Healthy behaviours e.g. healthy diet, exercise, smoking                    | 4%             | 8%              | 30%                      | 39%                                          | 1%                                | 7%           | 10%                                | 2%                                                     | 789                       |
| Living with long term conditions                                           | 5%             | 4%              | 19%                      | 33%                                          | 0%                                | 4%           | 24%                                | 11%                                                    | 680                       |
| Mental health and wellbeing                                                | 6%             | 10%             | 24%                      | 28%                                          | 1%                                | 3%           | 21%                                | 6%                                                     | 708                       |
| Health impacts of violence against women and girls                         | 4%             | 12%             | 13%                      | 45%                                          | 6%                                | 9%           | 6%                                 | 6%                                                     | 191                       |
| Osteoporosis and bone health                                               | 2%             | 2%              | 16%                      | 40%                                          | 0%                                | 3%           | 24%                                | 12%                                                    | 435                       |
| Dementia and Alzheimer's                                                   | 7%             | 5%              | 10%                      | 53%                                          | 4%                                | 1%           | 16%                                | 3%                                                     | 267                       |

In the future, respondents would prefer a **specialised women’s health centre** for information, followed closely by **GP consultations**. **Access to specialists** was considered essential for conditions like **Alzheimer’s, gynaecological cancer, and long-term health issues**, with these preferences consistent across all age groups. **Green** – most popular; **red** – least popular

|                                                                            | Talk to family | Talk to friends | Self-care and management | Internet search or known websites (like NHS) | Colleagues / people you work with | Social media | Seek advice from a doctor or nurse | Seek advice from a specialist e.g. hospital consultant | Specialised centre for women's health | Specialised mobile clinic | Online resource specialising in women's health | Total number of responses |
|----------------------------------------------------------------------------|----------------|-----------------|--------------------------|----------------------------------------------|-----------------------------------|--------------|------------------------------------|--------------------------------------------------------|---------------------------------------|---------------------------|------------------------------------------------|---------------------------|
| HPV vaccination                                                            | 0%             | 0%              | 2%                       | 14%                                          | 0%                                | 2%           | 27%                                | 3%                                                     | 30%                                   | 8%                        | 13%                                            | 632                       |
| Menstrual health                                                           | 1%             | 1%              | 3%                       | 9%                                           | 0%                                | 2%           | 22%                                | 4%                                                     | 38%                                   | 9%                        | 12%                                            | 762                       |
| Gynaecological conditions                                                  | 0%             | 1%              | 1%                       | 7%                                           | 0%                                | 1%           | 22%                                | 11%                                                    | 40%                                   | 8%                        | 8%                                             | 868                       |
| Cervical screening                                                         | 1%             | 0%              | 1%                       | 7%                                           | 0%                                | 2%           | 32%                                | 5%                                                     | 36%                                   | 10%                       | 6%                                             | 871                       |
| Gynaecological cancers                                                     | 0%             | 0%              | 1%                       | 6%                                           | 0%                                | 1%           | 21%                                | 24%                                                    | 34%                                   | 6%                        | 5%                                             | 858                       |
| Sexual health and wellbeing                                                | 0%             | 1%              | 2%                       | 10%                                          | 1%                                | 1%           | 21%                                | 4%                                                     | 43%                                   | 8%                        | 9%                                             | 810                       |
| Pregnancy, fertility, pregnancy loss, abortion care, and postnatal support | 0%             | 0%              | 1%                       | 8%                                           | 0%                                | 1%           | 22%                                | 10%                                                    | 44%                                   | 6%                        | 7%                                             | 653                       |
| Contraception                                                              | 0%             | 0%              | 1%                       | 8%                                           | 0%                                | 2%           | 28%                                | 1%                                                     | 42%                                   | 7%                        | 9%                                             | 714                       |
| Pelvic floor health                                                        | 0%             | 1%              | 3%                       | 9%                                           | 0%                                | 1%           | 19%                                | 3%                                                     | 45%                                   | 8%                        | 9%                                             | 819                       |
| Early menopause, perimenopause and menopause                               | 0%             | 1%              | 1%                       | 6%                                           | 0%                                | 2%           | 20%                                | 5%                                                     | 48%                                   | 10%                       | 7%                                             | 854                       |
| Breast cancer screening                                                    | 0%             | 0%              | 2%                       | 5%                                           | 0%                                | 1%           | 21%                                | 15%                                                    | 36%                                   | 14%                       | 5%                                             | 900                       |
| Healthy behaviours e.g. healthy diet, exercise, smoking                    | 0%             | 1%              | 11%                      | 15%                                          | 1%                                | 3%           | 22%                                | 3%                                                     | 24%                                   | 7%                        | 13%                                            | 883                       |
| Living with long term conditions                                           | 1%             | 1%              | 3%                       | 8%                                           | 0%                                | 1%           | 34%                                | 20%                                                    | 18%                                   | 6%                        | 7%                                             | 871                       |
| Mental health and wellbeing                                                | 2%             | 1%              | 5%                       | 7%                                           | 1%                                | 2%           | 35%                                | 12%                                                    | 24%                                   | 6%                        | 6%                                             | 849                       |
| Health impacts of violence against women and girls                         | 0%             | 1%              | 1%                       | 10%                                          | 1%                                | 2%           | 14%                                | 5%                                                     | 46%                                   | 10%                       | 10%                                            | 599                       |
| Osteoporosis and bone health                                               | 0%             | 0%              | 1%                       | 7%                                           | 0%                                | 1%           | 30%                                | 17%                                                    | 28%                                   | 8%                        | 7%                                             | 837                       |
| Dementia and Alzheimer's                                                   | 0%             | 0%              | 1%                       | 9%                                           | 0%                                | 1%           | 36%                                | 25%                                                    | 17%                                   | 4%                        | 6%                                             | 747                       |

# Section 4

## Community conversations

The engagement team carried out more detailed conversations with different communities to gather in depth experiences and understanding of reasonings behind different behaviours.

Some of the conversations took places visiting communities and some took place online, mostly in the evenings.



## 4.1 Barriers and challenges ...

**This section highlights the challenges and barriers that women face. It presents the need for a more inclusive, supportive and effective healthcare system that addresses the specific needs of women.**

“Told I was too young to be experiencing a prolapse – I wasn’t! It really knocked my confidence.”

“Patients need to be listened to. I went to my doctor's surgery with pelvic floor problems, and they didn’t know what was going on, felt guilty for pushing for a referral, felt like was wasting NHS money”

“I went to a male GP who told me I was just anxious but ended up having medical issues. I then saw a female GP who took me seriously”

| Theme                                    | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dismissal and lack of understanding      | <p><b>Dismissal of symptoms:</b> Many women feel that their symptoms are not taken seriously by clinicians. For example, women with conditions like endometriosis often face delays in diagnosis and treatment.</p> <p><b>Lack of empathy:</b> Women report feeling that male GPs do not understand their experiences, particularly with issues like menstruation and menopause</p>                                                                                                                              |
| Inconsistent and conflicting information | <p><b>Inconsistent medical advice:</b> Women receive conflicting advice from different clinicians, leading to confusion and mistrust.</p> <p><b>Conflicting online information:</b> The abundance of conflicting information online can make it difficult for women to find reliable and accurate health information. Don't know who to trust.</p>                                                                                                                                                               |
| Stigma and discomfort                    | <p><b>Stigma around women's health:</b> There is a stigma associated with discussing women's health issues, which can make it difficult for women to seek help.</p> <p><b>Age becomes a barrier:</b> Some young women felt they were not listened to because of their age. Older women felt dismissed because of their age</p> <p><b>Discomfort with male GPs:</b> Some women feel uncomfortable discussing sensitive health issues with male GPs, leading to delays in seeking care</p>                         |
| Lack of specialised knowledge            | <p><b>Insufficient training:</b> Some women commented on the GP's lack of knowledge in women's health issues, leading to inadequate care and treatment. Some felt they had to ask for treatment or medication and had to direct the GP.</p> <p><b>Need for specialists:</b> There is a need for more women's health specialists in GP practices to provide accurate and timely diagnoses. Some patients received better care dependent on the GP practice they were registered with – even in the same town.</p> |

| Theme                                     | Headlines                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mental health and emotional support       | <p><b>Lack of mental health support:</b> Women report feeling unsupported in their mental health needs, particularly around menopause and other hormonal changes.</p> <p><b>Isolation:</b> The lack of peer support and community-based support networks can lead to feelings of isolation</p>                                                                  |
| Preventative services and early screening | <p><b>Limited access to preventative services:</b> There is a need for increased access to early screening and preventative services to detect and manage conditions before they become severe</p>                                                                                                                                                              |
| Workplace challenges                      | <p><b>Lack of employer support:</b> Women reported a lack of understanding and support from employers regarding women's health issues, particularly menopause.</p> <p><b>Impact on careers:</b> Health issues like menopause can lead to a loss of confidence and impact women's careers, with some feeling the need to go down a grade or leave their jobs</p> |
| Barriers to effective communication       | <p><b>Medical jargon:</b> The use of medical jargon can make it difficult for women to understand their health conditions and treatment options.</p> <p><b>Lack of clear communication:</b> Some women felt that their concerns are not adequately addressed or explained by clinicians</p>                                                                     |
| System issues                             | <p><b>Long waiting times:</b> Long waiting times for appointments and diagnostic tests can delay treatment and exacerbate health issues.</p> <p><b>Fragmented services:</b> The fragmentation of services across different providers can make it difficult for women to navigate the healthcare system and receive coordinated care</p>                         |

## 4.2 What women would like to see ...

**During the conversations with women, we asked them what would improve the services for them and the possible solutions. We discussed having a women's health hub – both a physical and digital solution.**

**These were some of the ideas:**

**A women's story:** A woman had severe PMT, debilitating pain, and heavy periods. She quit her job because she couldn't face working with her symptoms. After years of battling with the NHS, she paid for private investigations and was diagnosed with a severe case of endometriosis. She was offered a hysterectomy but it ran the risk of having to remove some of her bowel. She is still considering her options. Although she is still living in pain, she can now manage the condition better. She wished that she had been diagnosed earlier in life.

**Impact:** This story highlights the challenges of getting a proper diagnosis and the lengths this woman went through to receive appropriate care.

| Theme                               | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Have a specialist centre            | <p><b>Physical hub:</b> Many women felt that a “one-stop shop” approach would work well. Being able to see more than one service at one time would be great.</p> <p><b>Mobile clinics and pop-up services:</b> To address the exclusion caused by one health hub, mobile clinics and pop-up services can be implemented to reach rural and underserved areas.</p> <p><b>Community-Based Support:</b> Establishing community-based support groups and peer networks can provide an alternative to digital resources.</p> |
| Accessibility and Transportation    | <p><b>Local Hubs:</b> Creating local hubs within communities, such as in GP practices or community centres, can reduce travel barriers.</p> <p><b>Good Bus Routes:</b> Ensuring that hubs are located on good bus routes can improve accessibility for those without personal transportation</p>                                                                                                                                                                                                                        |
| Support GP training and development | <p><b>Training for Medical Professionals:</b> Enhancing training for GPs and other healthcare providers on women’s health issues can improve the quality of care.</p> <p><b>Presence of Specialists:</b> It was recognised that GP cannot be experts on every health topic so having one women’s health specialist available in GP practices could provide more accurate and timely diagnoses.</p>                                                                                                                      |
| Mental Health and Emotional Support | <p><b>Peer Support Groups:</b> Establishing peer support groups can help combat isolation and provide emotional support.</p> <p><b>Mental Health Services:</b> Providing dedicated mental health support, particularly around menopause and other hormonal changes, can address significant emotional and psychological impacts.</p>                                                                                                                                                                                    |

| Theme                    | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Preventative services    | <p><b>Early Screening and Education:</b> Increasing access to early screening and preventative services can help detect and manage conditions before they become severe.</p> <p><b>Holistic Health Approaches:</b> Offering services that address physical, mental, and emotional well-being can improve overall health outcomes</p> <p><b>Screening:</b> ability to have more than one screening done at the same time e.g. STIs, smear and breast in one appointment</p> |
| Employer Awareness       | <p><b>Workplace Policies:</b> Increasing employer awareness of women's health issues and encouraging supportive workplace policies can help women manage their health while maintaining their careers.</p> <p><b>Menopause Champions:</b> Establishing menopause champions in the workplace can provide support and advocacy for women experiencing menopause</p>                                                                                                          |
| Working with schools     | <p><b>Supporting schools:</b> support schools on delivering health information for young women. A toolkit that gives information that supports them through their life stages. Young women stated they want somewhere to go to get trusted information – “What does normal look like?”; “When do I need to start checking for breast lumps?”</p>                                                                                                                           |
| Information and advocacy | <p><b>Advocacy Services:</b> Implementing advocacy services to help women navigate the healthcare system and understand their options can ensure they receive appropriate care and support.</p> <p><b>Reliable Information Sources:</b> Developing reliable and interactive digital resources can provide valuable information and support, helping women make informed health decisions</p>                                                                               |

#### 4.3 What could a women's health hub look like ...

**We asked the women we spoke to what services they would like to see in a Women's Health Hub.**

**They were very keen to cover the environment, holistic services and how it could be a valued part of the community. Here are some of the comments:**

“My friend was going through a rough patch and started to party – a lot. She came to me thinking that she needed the morning after pill. We took her to the clinic to get sorted but it would have been great if I could have got her more support.

She probably should have been tested for STIs, contraception, her smear test was overdue, and she could have done with talking to someone about her lifestyle and partying. I wish she could have got more support. A hub where you could sit and wait for all these services would have been great!”

| Theme              | Headlines                                                                                                                                                                                                                |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Hub - services | <b>One stop shop:</b> able to access a variety of services in one visit including contraception, family planning, menstrual health, menopause support and mental health services                                         |
|                    | <b>GP and specialist consultants:</b> access to general practitioners and specialists in women's health.                                                                                                                 |
|                    | <b>Preventative services:</b> Early screening and preventative care for conditions like endometriosis, menopause, and other women's health issues                                                                        |
|                    | <b>Maternal health:</b> prenatal and postnatal care including breastfeeding support and post-natal check-ups.                                                                                                            |
|                    | <b>Gynaecological services:</b> Access to gynaecological services like prolapses, urinary tract symptoms, and other gynaecological conditions.                                                                           |
|                    | <b>Holistic health approaches:</b> Offer services that address physical, mental, and emotional well-being, such as nutritional and physical health, including diet advice and physical therapy and mental health support |
|                    | <b>Mindfulness and wellness:</b> Programs for mindfulness, yoga, and other wellness activities – not necessarily run by the NHS.                                                                                         |
|                    | <b>Counselling and therapy:</b> Access to mental health professionals for counselling and therapy, particularly around menopause and other hormonal changes.                                                             |
|                    | <b>Peer support groups:</b> Establishment of peer support groups to provide emotional support and reduce isolation.                                                                                                      |
|                    | <b>Make it a venue to visit:</b> café type of environment, community groups to run sessions in the venue such as baby groups, breast feeding                                                                             |
|                    | <b>Knowledge hub:</b> people can go to share knowledge and experience to support others in community - "come and chat" sessions                                                                                          |

#### 4.4 How do you want to access a physical hub ...

**We asked the women we spoke to how they would like to access a Women's Health Hub.**

**Women wanted the hubs to be inclusive and convenient for everyone.**

**Here are some of the comments:**

"I am neurodivergent and new places and situations can cause a huge amount of anxiety. Somewhere warm and welcoming would help."

"I work so being able to go in the evenings would be great for me"

"I would like to book my own appointments or sit and wait ... like in the old days at the supermarkets when you got a ticket and waited to be served at the cheese counter."

"Bookable appointments where I book online would work for me. Would be helpful if I could self-refer for some things too!"

| Theme                             | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location and accessibility        | <p><b>Local hubs:</b> Establish hubs within communities, such as in GP practices or community centres, to reduce travel barriers. However, there was no objection to having one larger centre.</p> <p><b>Mobile clinics:</b> Implement mobile clinics and pop-up services to reach rural and underserved areas.</p> <p><b>Good bus routes:</b> Ensure that hubs are located on good bus routes to improve accessibility for those without personal transport.</p> <p><b>Utilisation of existing buildings:</b> Use existing buildings like village halls or NHS properties that might have spare rooms available</p>                                                                                                                                      |
| Inclusivity                       | <p><b>Community-based:</b> Have a welcoming environment that feels like a community space, such as a café.</p> <p><b>Confidential and discreet:</b> There was many discussions on having the hubs discreet / confidential to maintain privacy. In the end, women felt that they shouldn't feel embarrassed about going to get advice or treatment. However, they understood that this could be difficult for some women.</p> <p><b>Consideration for different religions:</b> Ensure that hubs cater to different religious needs, such as providing female-only staff for Muslim women</p> <p><b>Setting:</b> considering how the setting could impact our neurodiverse community, women in probation services and those with learning disabilities.</p> |
| Flexible hours                    | <p><b>Evening and weekend hours:</b> Provide services during evenings and weekends to accommodate those with busy schedules, working during the day or transportation issues.</p> <p><b>Late opening and flexible access:</b> Consider late opening hours and flexible access to meet the needs of different populations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Walk-in and bookable appointments | <p><b>Walk-in appointments:</b> Offer walk-in appointments to provide immediate access to care. This would benefit vulnerable patients e.g. women in probation services who tend to neglect their health can find health services very rigid.</p> <p><b>Bookable appointments:</b> Provide the option to book appointments in advance.</p>                                                                                                                                                                                                                                                                                                                                                                                                                |

## 4.5 What information women need to support themselves ...

**We asked the women we spoke to what information they need to support themselves and where they would go to find it.**

**A digital hub or online resource was the most common answer. Here are some of the comments:**

“I normally go to the NHS website but it doesn't always have the detail I need particularly when I want practical advice.”

“Needs to be interactive generating help for you like the ‘flo’ app but free to use.”

“It would be great if I could enter my symptoms on there and it asks me a series of questions then directs me to the right information.”

“Boys need to be educated too, it could help them understands us.”

“Website more discreet for some who do not want an app on their phones.”

| Theme                              | Headlines                                                                                                                                                                                                                                                      |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Digital resource – information hub | <b>Brand:</b> needs to be NHS as this is a source that is trusted. Lots of misinformation available online, people like the security of the information coming from the NHS                                                                                    |
|                                    | <b>Relevant information:</b> the information needs to be more than just facts. Real life advice on certain topics. Young women wanted to know how they can check “if this is normal”. Advice to support women in their everyday lives regardless of their age. |
|                                    | <b>Interactive:</b> Some sort of autobot to direct users to the correct information. This will enable users to find the correct information. Some chats could be run with clinicians at allocated times.                                                       |
|                                    | <b>Materials and media:</b> videos, life stories, helpful tips are all welcome. Animations were not valued.                                                                                                                                                    |
|                                    | <b>Information:</b> As well as the physical health information access to gynaecological services like prolapses, urinary tract symptoms, and other gynaecological conditions.                                                                                  |
|                                    | <b>Inclusive:</b> Offers ways of researching information without the need to go to a physical building, this suits some people. Make it teenager friendly.                                                                                                     |
|                                    | <b>Language:</b> Remove the NHS jargon, needs to be in language that is easy to understand.                                                                                                                                                                    |
|                                    | <b>Signposting:</b> Could signpost to information for a range of different services such as physical activity, leisure and craft activities through to emotional well-being and nutritional advice.                                                            |
|                                    | <b>Peer Support Groups:</b> consider having chat rooms or forums where topics could be posted. Peer support groups and community-based support networks could also post on there. Peer support can be helpful.                                                 |
|                                    | <b>Educational:</b> café type of environment, community groups to run sessions in the venue such as baby groups, breast feeding                                                                                                                                |
|                                    | <b>Support for specific conditions:</b> could be used for virtual clinics.                                                                                                                                                                                     |

## 4.6 How to improve education, development and training ...

**Women talked about how disappointed and frustrated they got when trying to seek help for their health issues.**

**They discussed professionals with lived experience being key and making sure that the NHS workforce are supported, trained and had development opportunities so they can support their female patients.**

**Support in the community, schools and workplaces were also highlighted.**

**Here are some of the comments and feedback:**

**“We don't expect our GPs to know everything about women's health - as we're all different - but we want to be able to access specialist services when we need them and quickly!”**

**“I went to see my general practice about my periods, they were horrendous and very heavy. He told me to take iron tablets if I was losing a lot of blood and it was probably due to my age.”**

**“I was dismissed because of my age – too young - and it had a huge impact on my mental well-being and felt as though I wasn't being listened too or that they didn't believe me! Why would I make it up? I was in a considerable amount of pain for several months.”**

**“I wish they would listen to me ... I know my own body!”**

| Theme                                |                                     | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Development for healthcare providers | Continuous professional development | <p><b>Ongoing training:</b> continuous training for clinicians on women's health issues to keep them updated on the latest knowledge and practices.</p> <p><b>Specialised knowledge:</b> Focus on areas such as menopause, endometriosis, menstrual health and mental health to ensure healthcare providers can offer specialised care</p>                                                                                                                                      |
|                                      | Training for GPs and nurses         | <p><b>HRT Prescription:</b> Training needed so doctors can prescribe hormone replacement therapy (HRT).</p> <p><b>Women's health specialists:</b> Ensure every GP practice has a women's health expert to provide accurate and timely diagnosis.</p> <p><b>Nurse training:</b> Nurses should receive training as they are more likely to spend time with patients and can provide detailed care and support</p>                                                                 |
|                                      | Understanding and empathy           | <p><b>Compassionate care:</b> Training to improve empathy and understanding of women's health issues, ensuring that healthcare providers can offer compassionate and supportive care.</p> <p><b>Communication Skills:</b> Enhance communication skills to ensure that healthcare providers can effectively discuss sensitive issues with patients. Being listened to and heard was highlighted throughout all ages' ranges but especially for those younger and older ages.</p> |

| Theme                             |                                 | Headlines                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Development for workplace support | Employer awareness and training | <b>Menopause awareness:</b> Increase employer awareness of menopause and its impact on women in the workplace.<br><b>Supportive policies:</b> Encourage the implementation of supportive workplace policies for women experiencing menopause and other health issues.<br><b>Menopause champions:</b> Establish menopause champions in the workplace to provide support and advocacy. |
|                                   | Workplace Training Programs     | <b>Manager training:</b> Train managers to understand and support employees dealing with women’s health issues.<br><b>Health and wellbeing programs:</b> Develop workplace health and wellbeing programs that include education on women’s health.                                                                                                                                   |
| Digital and Online Resources      | Interactive tools and apps      | <b>Digital education:</b> Develop interactive digital resources and apps to provide accessible information and support. The information needs to be detailed enough to help support questions like “is this normal?”<br><b>Online hubs:</b> Create online hubs that offer information, support groups, and interactive tools.                                                        |
|                                   | Reliable information            | <b>Trusted sources:</b> Ensure that digital resources provide information from reliable and trusted sources to combat misinformation.<br><b>Language:</b> Present information in layman’s terms to make it accessible and understandable for everyone                                                                                                                                |

| Theme                               |                                                                                   | Headlines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Education for schools & communities | School based education                                                            | <p><b>Comprehensive curriculum:</b> Integrate women’s health education into school curriculums, covering topics like menstrual health, contraception, and menopause.</p> <p><b>Regular visits by healthcare professionals:</b> Ensure regular visits by healthcare professionals to schools to provide ongoing education and support.</p> <p><b>Parental involvement:</b> Encourage more parental involvement in what is being taught to ensure a holistic approach to education.</p> <p><b>Toolkit:</b> work with schools to support them to deliver a meaningful and practical education for girls. Boys should have the education too.</p> |
|                                     | Work with partners                                                                | <p><b>Probation:</b> Women in probation services are particularly vulnerable and often neglect their health, with substance misuse being common. The rigid structure of health appointments can be a barrier for them, so walk-in services would be highly beneficial.</p>                                                                                                                                                                                                                                                                                                                                                                    |
|                                     | Public awareness campaign                                                         | <p><b>Raise awareness:</b> Launch campaigns to educate the broader community about women’s health issues.</p> <p><b>Reliable information sources:</b> Provide information from trusted sources like the NHS to combat misinformation</p>                                                                                                                                                                                                                                                                                                                                                                                                      |
| Community and Peer Support          | Peer support groups<br><i>[Not necessarily for NHS to do but to be a part of]</i> | <p><b>Community-based support:</b> Establish peer support groups and community-based support networks to help women share experiences and provide mutual support.</p> <p><b>Empower communities:</b> Empower communities to take ownership of support services and ensure they are tailored to local needs.</p>                                                                                                                                                                                                                                                                                                                               |
|                                     | Public Engagement                                                                 | <p><b>Utilise existing community structures:</b> Engage with existing community structures like youth clubs, rainbows, brownies, guides, and dance clubs to disseminate information and support.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                          |

# Section 5

## Equalities Monitoring



# Survey respondent demographics

| Sexual orientation      | %   | Count |
|-------------------------|-----|-------|
| Heterosexual            | 87% | 903   |
| Gay                     | 0%  | 1     |
| Lesbian                 | 1%  | 13    |
| Bisexual                | 4%  | 40    |
| Prefer not to say       | 5%  | 54    |
| Prefer to self-identify | 2%  | 25    |
| Answered                |     | 1039  |

| Gender reassignment | %   | Count |
|---------------------|-----|-------|
| Yes                 | 0%  | 2     |
| No                  | 99% | 647   |
| Prefer not to say   | 0%  | 2     |
| Answered            |     | 651   |

| Physical disability limited because of health concern or problem | %    | Count |
|------------------------------------------------------------------|------|-------|
| Yes, the health problem /disability limits me a little           | 31%  | 270   |
| Yes, the health problem /disability limits me a lot              | 17%  | 146   |
| No                                                               | 51%  | 447   |
| Prefer not to say                                                | 2%   | 14    |
| Answered                                                         | 100% | 877   |

| Caring responsibilities                                           | %   | Count |
|-------------------------------------------------------------------|-----|-------|
| Primary carer of child/children (under 18)                        | 25% | 104   |
| Primary carer of disabled child/children                          | 4%  | 18    |
| Primary carer of disabled adult (18 and over)                     | 14% | 56    |
| Primary carer of older person                                     | 29% | 120   |
| Secondary carer (another person carries out the main caring role) | 28% | 115   |
| Answered                                                          |     | 413   |

| Gender                    | %    | Count |
|---------------------------|------|-------|
| I prefer to self-identify | 0%   | 3     |
| I am non-binary           | 0%   | 2     |
| I am intersex             | 0%   | 0     |
| I am a woman              | 99%  | 1101  |
| I am a transgender woman  | 0%   | 1     |
| I am a transgender man    | 0%   | 0     |
| I am a man                | 0%   | 3     |
| Answered                  | 100% | 1110  |

| Pregnancy         | %   | Count |
|-------------------|-----|-------|
| Yes               | 1%  | 11    |
| No                | 98% | 724   |
| Prefer not to say | 0%  | 1     |
| Answered          |     | 736   |

# Survey respondent demographics

| Age               | %    | Count |
|-------------------|------|-------|
| Under 16          | 0%   | 0     |
| 16 - 20           | 0%   | 3     |
| 20 - 29           | 4%   | 47    |
| 30 - 34           | 5%   | 52    |
| 35 - 39           | 7%   | 73    |
| 40 - 44           | 8%   | 94    |
| 45 - 49           | 9%   | 105   |
| 50 - 54           | 15%  | 172   |
| 55 - 59           | 16%  | 181   |
| 60 - 69           | 24%  | 268   |
| 70 - 79           | 9%   | 102   |
| 80 - 89           | 1%   | 12    |
| 90 +              | 0%   | 0     |
| Prefer not to say | 0%   | 1     |
| Answered          | 100% | 1110  |

| Ethnicity                                                    | %   | Count |
|--------------------------------------------------------------|-----|-------|
| Asian or Asian British: Indian                               | 0%  | 4     |
| Asian or Asian British: Pakistani                            | 0%  | 1     |
| Asian or Asian British: Chinese                              | 0%  | 1     |
| Black or Black British: Caribbean                            | 0%  | 1     |
| Black or Black British: African                              | 0%  | 2     |
| Mixed or multiple ethnic groups: White and black Caribbean   | 0%  | 2     |
| Mixed or multiple ethnic groups: White and Black African     | 0%  | 3     |
| Mixed or multiple ethnic groups: White and Asian             | 1%  | 7     |
| Any of mixed or multiple ethnic background (please state)    | 0%  | 4     |
| White: Welsh / English / Scottish / Northern Irish / British | 93% | 979   |
| White: Irish                                                 | 1%  | 8     |
| White: Gypsy or Irish Traveller                              | 0%  | 2     |
| Any other White background (please state)                    | 2%  | 26    |
| Any other (please state)                                     | 0%  | 1     |
| Prefer not to say                                            | 1%  | 13    |
| White Roma                                                   | 0%  | 1     |
| Answered                                                     |     | 1042  |

| Religion           | %   | Count |
|--------------------|-----|-------|
| No religion        | 23% | 241   |
| Atheist            | 17% | 180   |
| Buddhist           | 1%  | 9     |
| Christian          | 48% | 496   |
| Hindu              | 0%  | 2     |
| Any other religion | 3%  | 30    |
| Jewish             | 0%  | 2     |
| Muslim             | 0%  | 1     |
| Prefer not to say  | 8%  | 79    |
| Answered           |     | 1040  |

# Survey respondent demographics

| Health inequality information                                      | %   | Count |
|--------------------------------------------------------------------|-----|-------|
| Have served in the UK's regular or reserved armed force            | 34% | 37    |
| Currently working in the Farming/ agricultural industry            | 17% | 18    |
| Have worked in the Farming/ agricultural industry                  | 20% | 22    |
| Currently homeless                                                 | 2%  | 2     |
| Have experience of being homeless                                  | 16% | 17    |
| Currently serving in UK's armed forces                             | 5%  | 5     |
| Refugee, immigrant or asylum seeker                                | 5%  | 5     |
| Previous experience of being a refugee, immigrant or asylum seeker | 2%  | 2     |
| Answered                                                           |     | 108   |

| Employment status                     | %   | Count |
|---------------------------------------|-----|-------|
| Employed full time                    | 37% | 394   |
| Employed part time                    | 20% | 213   |
| Homemaker                             | 3%  | 30    |
| Not employed and looking for work     | 1%  | 6     |
| Not employed and not looking for work | 3%  | 32    |
| Retired                               | 25% | 265   |
| Self employed                         | 7%  | 70    |
| Student                               | 0%  | 4     |
| Prefer not to say                     | 1%  | 13    |
| Other                                 | 3%  | 29    |
| Answered                              |     | 1056  |