

Camden Women's Forum

**Working for
gender equality
in Camden**

**Supporting women
into employment:
recommendations**

**women
make
Camden**

Chair's foreword



As a woman born and brought up on a council estate in Camden, it was an honour to be appointed Camden's first Gender Equality Champion and to establish Camden Women's Forum (CWF). This is our first inquiry and report on supporting women into employment and I would like to thank our members and the team at Camden Council for their support and hard work.

CWF wanted to focus on women, girls and work because we are living in challenging times and, like other boroughs, Camden is facing some unprecedented situations. So, while women are working in greater numbers than ever before and girls are out-achieving boys academically, for far too many women this just doesn't translate to the labour market or into gaining the right qualifications or experience. There are still too many obstacles and barriers that hold women and girls back from achieving their full potential. In our first report we wanted to look at the diversity of women and girls and their experiences, and those that come from different backgrounds. I heard first-hand how tough it can be to get into employment, earn a decent wage, progress and have a family too.

We have been well-supported by Camden Council, local businesses and employers, the voluntary and community sector and partner organisations, who passionately believe that by creating opportunity and taking action together, we will deliver stronger economic prosperity in Camden and enable women and girls to lead fulfilling lives.

I agreed to be the Chair of CWF to help to make a difference, to make things better for women facing difficulties and for the next generation. Therefore, this will not be one of those reports that sits on a shelf. CWF will review the progress of the report and its recommendations each year to ensure action is taken and we build upon the learning.

Helene Reardon Bond, OBE

Camden's Gender Equality Champion and Chair of the Camden Women's Forum



Overview of Camden Women's Forum

Camden Women's Forum (CWF) was established at the beginning of 2019 and aims to ensure that all women and girls living, visiting or working in Camden have equal opportunities, and the chance to live freely and safely without suffering prejudice or discrimination.

CWF is an independent body that is chaired by Camden's Gender Equality Champion, Helene Reardon Bond OBE. She is supported by 20 CWF members including Councillor Angela Mason CBE, Camden's Cabinet Member for Best Start for Children and Families Life: two backbench councillors and women who represent the diversity and breadth of Camden, including Black, Asian and Minority Ethnic (BAME) communities, young women and girls, business leaders, voluntary and community sector organisations, mothers and carers, schools and colleges, and experts on gender equality. The inclusive membership of CWF has ensured that we have been able to draw on a wide range of girls' and women's voices and experiences.

CWF works on the same lines as a Parliamentary Select Committee. We will hold inquiries on priority issues during which we will make calls for evidence, hold oral hearings, visit women's organisations and run informal sessions so that we can hear directly from Camden's women and girls. Each inquiry will be supported by a detailed written evidence base. The outcome of each inquiry will be to generate practical and tangible actions for Camden Council, public bodies, voluntary and community sector organisations, employers, businesses and residents to consider and work in partnership to implement.

Camden Women's Forum's (CWF) first inquiry – supporting women into employment

Camden Council has set out its vision for Camden 2025. The Council wants to make Camden a better borough – a place where everyone has a chance to succeed and where nobody gets left behind. To achieve this vision the Council has made five calls to action and its second action states: **“In 2025, growth in Camden should be strong and inclusive – everyone should be able to access the work that is right for them.”** However, the Council recognises that although Camden is at the centre of a global economy, too many of its residents are not benefiting from the growth they see around them. In fact, Camden can be seen as a borough of two halves. Average earnings and house prices are some of the highest in the country, however, many Camden residents are living in poverty and cannot access the opportunities that exist in the borough.

It is frequently reported that employment rates are at an all-time national high. Between April to June 2019 the UK employment rate was estimated at 76.1%, the joint-highest on record since comparable records began in 1971 (ONS)¹. Despite this, zero-hours contracts and in-work poverty have grown, and women are disproportionately affected.² This trend is evident in Camden with many women working in insecure employment with low pay and poor working conditions. In addition, the gender

¹ Office for National Statistics (ONS), 'Employment in the UK', September 2019 (ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/employmentintheuk/september2019)

² ONS estimates based on the 2017 survey of businesses indicate that there are 1.8 million zero-hours contracts nationally, this represents 6% of all employment contracts. ONS has also looked at the type of people on zero-hours contracts and found that women make up a bigger share of those working on zero-hours contracts.

pay gap persists in Camden. In 2018, a Camden woman working full-time earned 18% less than a Camden man working full-time.³

Camden Council knows that to achieve its vision and ensure that everyone is able to access work that is right for them, it needs to continue to support its schools to equip young people with all the skills and qualifications they will need in the 21st century. The Council also wants to work with local businesses and major organisations to understand what they need to continue to grow and succeed.

This is why we wanted CWF's first inquiry to focus on the barriers to employment that Camden women face at different stages in their lives. As a result of our inquiry we have produced a set of focused, practical recommendations and actions that Camden Council, public bodies, employers and residents can work together on to overcome some of the barriers that women face when trying to find work that is right for them.

We launched our first inquiry on International Women's Day 2019 (8 March) with a successful event at Camden's Greenwood Centre, attended by over 80 women and students, and representatives from some of Camden's voluntary and community sector organisations and council staff.

We also held three oral hearings where we heard from Camden Council, voluntary and community sector organisations and businesses about their experiences of women in work, the barriers and hurdles women face when looking for or trying to sustain employment, and potential solutions. In addition, we held focus groups with girls and women living in Camden so we could hear directly from them.

We are fortunate that alongside our work, Camden Council has been undertaking a review of its own employment support offer, recognising that London's employment support offer is broken and in need of repair. The Council is committed to delivering change and has dedicated £5 million over three years to develop a new approach to supporting residents into good work. The Council's new approach will be outcome-focused and have early intervention at its core. It will focus on building strong, positive relationships with people looking for work, recognising that it is strong relationships that enable people to be understood and supported in a way that works for them, and to reach their goals.

Camden Council is currently considering how best to structure the governance of its new approach to helping residents into good work. It envisages this will involve bringing together key stakeholders including local businesses, colleges and support providers to take an evidence-based approach to tackling a range of labour market issues. Given the inequality in access to work and the persistence of the gender pay gap, the Council has stated that women's participation and outcomes in the labour market will be one of its areas of focus going forward.

A recurring issue that we have come up against during our inquiry has been that data is not routinely broken down by gender. This has meant that although we have been able to collect qualitative data on the barriers faced by different groups of women, issues of intersectionality have been very difficult or impossible to evidence with quantitative data. For example, while there is some employment data for disabled people, employment data broken down by gender is very limited.

Going forward we would like organisations responsible for collecting and publishing statistical data to commit to routinely analysing and publishing data for protected equality groups so that issues of intersectionality are much easier to investigate, understand and tackle. In addition, all employment, skills and welfare initiatives, whether at local, London or national level, should be gender-proofed to ensure they will not impact on women and men differently.

³ ONS, 'Annual Survey of Hours and Earnings', October 2018 (ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2018)

Finally, many women and employers have talked about the importance of including men in discussions about women's economic participation so that they can hear and understand the barriers women face when seeking good work. Our focus has been on the barriers to employment that women face, but the recommendations and many of the actions set out in this report will benefit men as well as women.

Recommendations

We are making the following recommendations to improve women's opportunities to secure good employment:

Girls should be supported to broaden their career aspirations and acquire a better understanding of their career options.

Apprenticeships should be promoted as an alternative route into employment for both younger and older women, and employers should be supported to recruit women into these positions.

Signposting to existing employment support and advice should be improved so that women know where and how to access support, including childcare, that is tailored to their experiences and challenges.

Women should have access to clear, easy to understand information about the impact work will have on their income, including welfare benefits, so they can make informed decisions about taking a job or increasing their working hours.

Camden Council should influence and support Camden employers to become good employers with fair, flexible employment practices.

Businesses, the voluntary and community sector and Jobcentre Plus should support women to gain the necessary skills to work in sectors currently experiencing skills shortage and areas forecasting future growth.

Recommendation

Girls should be supported to broaden their career aspirations and acquire a better understanding of their career options.



Evidence

We heard evidence that children's career aspirations change very little between the ages of seven to 17, and that they tend to be strongly influenced by gender stereotypes, their socioeconomic background and the media. Research has also shown that children's career aspirations have little in common with projected workforce needs.⁴

Both businesses and schools in Camden told CWF that they want and need to establish better working relationships to help tackle gender stereotypes and provide quality work experience for young women in Camden. Businesses said they need support in knowing how best to welcome young people into their organisations for work experience, and it was also suggested that teachers need more awareness of modern jobs and projected workforce needs. This is supported by national research. In 2017, a national survey of primary school teachers found that 90% thought that careers-related learning, with the support of employers, could help them to challenge the gender stereotypes that children have around the jobs that people do and the subjects they can study.⁵

⁴ Chambers, Nick; Kashefpakdel, Dr Elnaz T; Rehill, Jordan; Percy, Christian (Education and Employers), 'Drawing the Future', 2018 (educationandemployers.org/wp-content/uploads/2018/01/DrawingTheFuture.pdf)

⁵ Kashefpakdel, Dr. Elnaz; Rehill, Jordan (Education and Employers); Hughes, Dr. Deirdre OBE (DMH Associates), 'What Works? Career related learning in primary schools', Careers and Enterprise Company, 2018 (educationandemployers.org/wp-content/uploads/2018/12/1145_what_works_primary_v6_digital9.pdf)

“I have felt the pressure of not knowing what I want to do and this is a big pressure for me so I would have preferred to have heard about it [careers] earlier.”

Year 12 pupil, Camden secondary school

We were interested to hear about two projects being run in Camden primary schools to challenge gender stereotypes. In 2013, Rhyl Primary School began a project called ‘Raising Aspirations’. This project aims to broaden children’s horizons by showing them the range of careers they might pursue. It provides tangible role models to raise pupil aspirations, so they understand the link between achieving well and getting into an interesting career that is not limited by social mobility and harmful gender stereotypes. Before the project began, many girls at Rhyl said they did not aspire to a career as they would have a family, but by the end of the project many had ambitions to become scientists and barristers. The second project is running in Torriano Primary School. This is called ‘Lifting Limits’, and is part of a whole school

approach to challenging gender stereotypes. As part of this programme, nursery children had discussions about fairness and concluded that all children should have the same opportunities and aspirations to grow and develop without being limited.⁶

We also heard that Netley Primary School has run an annual Primary Careers Conference for the past five years and primary school pupils from across Camden are invited to attend. The conference hosts speakers, workshops and a marketplace, and all speakers and organisations that attend are local to Camden. The aim of the event is to support children in Camden to develop aspirations that are based on their potential and not on the experiences or stereotypes they have been exposed to. The conference was evaluated by Camden Learning in 2018 and we were delighted to hear how positive and impactful the conference was for the pupils who attended. However not all schools take up this offer and we want to encourage all Camden primary schools to participate in the future.

Female students in Camden perform better than male students at GCSE level, including in sciences, and in 2018 Camden had the second highest rate nationally for the percentage of science and maths A-levels entered by female students – 54% in 2018 compared to 50.5% in 2016.

National figures showed that in 2019, for the first time ever, more female than male students took science A-levels. Nationally, biology was the most popular subject for female students, who accounted for 63% of entries. There were also more female chemistry entries proportionally, but male students continue to dominate in physics, making up 77% of all entries in England. Male students also dominate entries into maths and computing at A-level, so there is clearly more to do to overcome some of the barriers that prevent young women studying technical sciences.⁷

One student we spoke to said that careers advisers “don’t tell you there are so many things you can do with science A-levels – like go into industry”, while another felt that “careers advisers have not really helped – they look at your grades and pick safe options for you.”

While some Camden young women have access to the best of educational and employment opportunities, we heard that the transition from home and school into work can be very challenging and confusing for others. The current job market is very complex and highly-skilled, making it particularly daunting for young women who lack appropriate skills and experience of work. This is a

⁶ Ferguson, Donna, ‘A year to clean five schools of sexism – shouldn’t others do the same?’, The Guardian, 12 November 2019 ([theguardian.com/education/2019/nov/12/clean-five-schools-of-sexism-teachers-pupils-gender-equality](https://www.theguardian.com/education/2019/nov/12/clean-five-schools-of-sexism-teachers-pupils-gender-equality))

⁷ Adams, Richard; Weale, Sally; McIntyre, Niamh, ‘Female students outnumber males in A-level science entries’, The Guardian, 15 August 2019 ([theguardian.com/education/2019/aug/15/female-students-outnumber-males-in-a-level-science-entries](https://www.theguardian.com/education/2019/aug/15/female-students-outnumber-males-in-a-level-science-entries))

particular issue for girls from disadvantaged families who do not have the connections that are often needed to secure a work placement or work experience.

In 2019, Camden Learning introduced a post-16 strategy to try and address these issues and reduce inequality between students. This strategy includes Camden Learning's ambition to develop the concept of a Camden campus for post-16 studies. This would involve Camden schools and colleges working together to provide a more varied curriculum for Camden's students, enabling them to move seamlessly between schools and colleges depending on their study choices.

The Government's Careers Strategy was published in 2017 and is built around Gatsby Benchmarks, which is a framework of eight guidelines that define the best careers provisions in schools.⁸ There is also a set of Gatsby Benchmarks for students with special educational needs and disabilities (SEND). Schools now have a legal duty to meet the benchmarks in full by the end of 2020, which include providing a stable careers programme, encounters with employers, experience of workplaces and personal guidance for pupils.

CWF heard evidence from Camden's Careers and Connexions Service. This service can be commissioned by schools to deliver a universal careers advice and guidance programme across school years nine to 13 depending on the needs of the school. A number of Camden schools also commission additional support for young people who may be at risk of being not in employment, education or training (NEET). We were told that careers guidance interviews in schools will always be organised in year 11 to prioritise young people with Education, Health and Care Plans (EHCP) so that follow up interventions can be arranged. Careers and Connexions advisers will usually be invited to EHCP reviews in year 11. There are also Careers and Connexions advisers working in both of Camden's special schools, Swiss Cottage School and Camden Centre for Learning.

However, we heard from schools and Camden's Careers and Connexions Service that the delivery of the Careers Strategy has not been adequately funded by the Government, which means that careers advice is often deprioritised by schools when they are faced with spending and time pressures.

"[We need] more accessible work experience for children. Something that will connect to the A-levels you are doing, not a job in retail."

**British Somali
Community Centre
focus group attendee**

Jobcentre Plus told us that they also have a small team of schools advisers who can visit secondary schools and provide pupils with insight into the world of work and advice on apprenticeships, work experience and training. However, to date the team have not been utilised as effectively as they could be by Camden secondary schools.

We heard how important role models are to women and girls and that if they see women employed in male-dominated industries it helps them to believe they too can pursue this type of career. Some speakers highlighted the importance of publicity campaigns such as the Francis Crick Institute's 'If you can see me, you can be me' campaign.

At a focus group at a Camden secondary school, well over half of the female students we spoke to had carried out their work experience in a local primary school despite only one saying they would like to work in a school in the future. This was because the placement was arranged by the school or because it was easy to find as they previously attended the school. However, they also said it is hard to find interesting placements if you are under 16, so the year group that work experience takes place in can also be an issue.

⁸ Department for Education, 'Careers strategy: making the most of everyone's skills and talents', December 2017 ([gov.uk/government/publications/careers-strategy-making-the-most-of-everyones-skills-and-talents](https://www.gov.uk/government/publications/careers-strategy-making-the-most-of-everyones-skills-and-talents))

CWF heard that some young women have extensive networks and can use these to access work experience and contacts, but that others will not have these connections so they are disadvantaged.

It can also be hard to get businesses to offer work experience – some businesses told us that this was due to previous bad experiences, the additional demands they place on staff and the perception that some students are unengaged and difficult to work with. One student at a secondary school focus group told us: “We were only given a month to sort out work experience and if you don’t know anyone it is hard to find something. Big companies do not advertise and do not want people to turn up with three weeks’ notice.”

We heard evidence from Camden’s STEAM (science, technology, engineering, arts and maths) Hub, which was established as a result of the Council-led 2017 STEAM Commission.⁹ The basis of STEAM is that arts and creativity are vital in the working world, so Camden schools need a curriculum that fuses arts and creativity with STEM. The Hub wants to ensure that students can access the fulfilling STEAM jobs that exist in Camden and they are piloting a range of projects and testing what works. For example, 60 STEAM ambassadors drawn from Camden businesses have been trained and matched with interested schools to deliver activities including careers talks and masterclasses, and to support students with interview skills. In addition, 44 Camden employers have signed Camden’s STEAM pledge agreeing to establish stronger links between schools and businesses by offering employment opportunities to young people.

CWF was impressed with the achievements of the STEAM Hub and its desire to encourage more businesses to commit resources to schools. However, we heard that the Hub does not currently have a gender focus, and believe this could be considered in view of the underrepresentation of women in science careers.

Overall, we felt that there were a number of strengths that Camden Council could build on. These include the commitment of Camden’s school leadership teams to creating good career opportunities for young women and the diverse range of dynamic businesses in Camden who could be encouraged and supported to create better links with schools.

Actions

- Camden Council has a school employment brokerage manager who organises links between schools and employers. Employers and schools should be required to make more use of this opportunity and improve links between schools and local employers. This will also help schools to fulfil the requirements of the Gatsby Benchmarks.
- Camden Council should encourage staff to use its staff volunteering day to visit local schools to help run employment events, share their work journeys, mentor students and help to challenge gender stereotypes.
- Camden Learning should work with secondary schools to develop volunteering programmes for their post-16 pupils to help young people develop civic pride and work skills.
- Camden primary schools that do not have programmes designed to challenge gender stereotypes should consider adopting projects similar to ‘Raising Aspirations’ and ‘Lifting Limits’. All Camden primary schools should also be encouraged to attend the annual Primary Careers Conference. These two actions would help to dispel gender stereotypes, which often become established in primary schools, and increase girls’ awareness of the variety of careers and opportunities available to them.

⁹ London Borough of Camden, ‘Camden STEAM’, 2018 (camden.gov.uk/camden-steam)

- The Government's Careers Strategy states that all secondary schools must have a named Careers Leader who leads the careers programme. Not all Camden secondary schools have designated someone with this role and should do this as soon as possible. The Careers Leader should ensure that appropriate female role models are invited to their school to inspire young women to progress and achieve their career goals. In addition, we would recommend that primary schools consider adopting a Careers Leader and would ask Camden Council to support primary schools and share examples of good practice.
- Camden's secondary schools, Careers Leaders should hold discussions with Jobcentre Plus' school advisers to determine how to make more effective use of their skills in their school.
- Camden's STEAM Hub should develop a school-business tool kit to improve how schools and businesses communicate with each other. This will encourage a more productive working relationship and improve employer visits to schools.
- The STEAM Hub should ensure that its training programme for STEAM ambassadors includes appropriate training on how to avoid gender stereotyping and how to support and inspire girls to consider STEAM careers.
- Camden Learning and the STEAM Hub should work with schools to improve parents' and teachers' understanding and knowledge of the current and future labour market. This should include the impact of subject choice on future careers, and the future needs of the labour market, including careers that there will be less need for, and the benefits that studying for an apprenticeship or technical qualifications can provide.
- The STEAM Commission and Camden Learning recommended that all schools in Camden have a STEAM career governor, but not all Camden schools, particularly primary schools, have implemented this recommendation. We believe that this role would be very beneficial to schools and want to encourage all schools to ensure one of their governors takes on this responsibility.
- Secondary schools, colleges and Camden Learning should explore the possibility of developing the Camden Campus to ensure that post-16 students are provided with the opportunity to access as wide a range of learning opportunities as possible.

Recommendation

Apprenticeships should be promoted as a good route into employment for both younger and older women and employers should be supported to recruit women into these positions.

Evidence

CWF was provided with an overview of Camden Council's apprenticeship scheme and heard that the Council works with Camden employers to develop apprenticeships that are only available to Camden residents or those who went to a Camden school. The Council encourages all businesses employing apprentices to pay the London Living Wage and provides people with support to apply for apprenticeships. Apprenticeships are now available to anyone aged 16 or over.

Women in receipt of welfare benefits face particular barriers when considering an apprenticeship as a route into good work, particularly if they are single parents. Some of the women we spoke to said that they would not consider an apprenticeship as they were low paid so they would not be any better off than if they were on benefits. Others said that even if they were marginally better off it would be hard to justify once they factored in balancing family responsibilities. This is a concern as it means that some women's aspirations are thwarted by circumstances outside their control. It also restricts women from gaining some of the wider benefits of apprenticeships, such as gaining work experience, learning a new skill, gaining confidence and inspiring their family members and peers.

Camden Apprenticeships told us that there is an extreme lack of part-time apprenticeships. The maternal apprenticeship pilot they ran showed there is huge demand for part-time apprenticeships and the calibre of candidates is very high but there are limited part-time apprenticeships available, even internally at Camden Council, and many are in business administration. Of the 86 internal and external apprenticeships they offered in 2017/18, only six were part-time.

We held a focus group with year 12 female students and asked them what they knew about apprenticeships and what they thought of them. These students had all heard about apprenticeships at school but overall their view was: "You don't hear people talking about apprenticeships as much as university." Some also said their parents would not want them to do an apprenticeship as they perceived university as a better and more prestigious option.

We heard oral evidence from two apprentice technicians who were employed by the Francis Crick Institute. Neither of the women had known much about apprenticeships but had been encouraged to apply for positions, one by their college and one by the local Jobcentre Plus. Both women had secured permanent jobs at the Francis Crick Institute part way through their apprenticeships and were of the view that an apprenticeship is a great route into a science career. They were keen to destigmatise apprenticeships and encourage other women to consider this route to employment. One said that she has progressed further in her career than friends who studied science at university. However, we were concerned to hear that the Francis Crick Institute had been unable to fill their apprenticeship places this year from Camden students and that they are now advertising outside Camden.

The Government introduced changes to the way apprenticeships are funded in 2017.¹⁰ These changes were underpinned by an apprenticeship levy, which is a tax on employers that can be used to fund apprenticeship training. It is payable by all employers with an annual pay bill of more than £3 million, at a rate of 0.5% of their total pay bill. The Government introduced the apprenticeship levy to try and increase the number of apprenticeships available, but this has not happened and employers we spoke to said that many employers view the levy as a tax and have not managed to spend their levy funds. This was because the system is considered too complicated and restrictive. For example, the levy cannot be used to backfill posts when an apprentice is training, which puts pressure on

¹⁰ Education and Skills Funding Agency, 'Apprenticeship funding: how it works', 13 March 2019 ([gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work](https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work))

existing frontline staff. One employer suggested that Government should make it easier for larger companies to gift a proportion of the levy to Small and Medium-sized Enterprises (SMES), so they can use it to develop existing staff.

Actions

- Schools should more actively promote apprenticeships as an alternative route into employment for some students. This could be achieved by inviting female apprentices into schools to talk to pupils about their experiences. This would help to destigmatise apprenticeships and overcome gender stereotypes.
- Camden Learning and schools should promote internships and apprenticeships in conjunction with career pathways for post-16 students with special educational needs and disabilities (SEND), aligned to the Gatsby SEND benchmarks.
- Camden Council and Camden employers should call on the Government to change its current apprenticeship levy policy so employers' unused apprenticeship levy can be transferred to local SMEs and used to backfill posts when apprentices are carrying out 'off-the-job' training.
- Camden employers should consider creating more part-time apprenticeship roles to encourage more women with caring responsibilities into apprenticeships, supported by Camden Council's apprenticeships team.
- Camden Council should challenge itself to develop more part-time apprenticeship roles – this could be through extending their career returners programme to include apprenticeships.



Signposting to existing employment support and advice should be improved so that women know where and how to access help to find employment or improve their prospects.

Evidence

CWF was impressed with the wide range of employment support and advice provision that exists in Camden. We heard from Camden Council, training providers, voluntary and community sector organisations and Jobcentre Plus about a range of existing support for women seeking work. For example, Camden has five Sure Start children's centres offering support for parents who want to return to work. They worked with 173 parents last year and supported them to take up volunteering opportunities, training and paid work. Families are also able to access support with claiming benefits and other financial advice through the Council's Welfare Rights service.

However, many women from a wide range of backgrounds told us that they do not know how to access support or where to look for training and employment opportunities.

We recognise that every woman's journey into work will be different. For some women, work is the end point of a very long journey, so it is important that women have access to the support they need. For some this will be additional training, for others it may be coaching, counselling or support with job applications. In addition, some women will need support once they are in work to help them sustain their employment.

The latest Joseph Rowntree Foundation report on UK Poverty¹¹ found that London is the area of the UK with the highest poverty rates for people in lone parent families at 53%. There are many factors that contribute to in-work poverty, but the report shows that being in low-paid work and high housing costs make it very difficult to escape poverty in London.

Many of the women we met worked in the 'gig' economy where working conditions are poor and pay and working hours are not guaranteed. These women were ambitious and keen to find out how they could move on into good, sustainable work with a guaranteed salary and fixed working hours but said these jobs were hard to find.

At a focus group at West Hampstead Women's Centre, we heard that many women struggle to find out where suitable, good jobs are advertised. We also heard that some women lack confidence and have low self-esteem, and will need support and development before they will be ready to look for work. Many of the women we met at the British Somali Community Centre said they apply for jobs on websites like Indeed but this is a barrier for those who are not online. One woman said: "Camden provides a lot of services, but a lot of people do not know about it. An app would be good. It is no-one's fault, but it would be good to raise awareness of what's going on."

"I am capable but I could do with a mentor. I am setting up my own business but is not yet making any money. I need someone to keep me on track and lend advice."

Primary school focus group attendee

Women at the British Somali Community Centre also said that they wanted to improve their employability skills. These include CV development, job applications, interview practice, basic work skills such as timekeeping, and applying the skills they already have. These women said it would be good if employment support sessions could be run somewhere local and familiar to them as many of them did not have the confidence to go somewhere new.

Attendees at a focus group at Hopscotch Asian Women's Centre, a voluntary and community sector organisation that supports Asian women, said: "It is not straightforward to find Hopscotch and many people travel a good distance to visit Hopscotch, but when you

¹¹ Joseph Rowntree Foundation, 'UK Poverty 2019/20', February 2020 (jrf.org.uk/report/uk-poverty-2019-20)

find them you do get the support you need.” Women here thought that employment support and advice should be brought together into a directory of guidance and advice for women.

Both Hopscotch and the British Somali Community Centre stated that employment support and advice for Asian and Somali women should be provided in familiar venues close to home so that women feel safe and confident enough to attend.

At a focus group at a Camden primary school, we met a number of mothers and carers who were looking for work. These women said that it can be hard to know what kind of job to look for once you have been unemployed for a while or where to access support and advice. Some women said they would like a website pulling advice and support together, while others said that they felt isolated in their search for employment and would like somewhere local to meet up to get careers advice and gain skills. These women suggested local primary schools as a good venue.

Since our inquiry concluded, Camden Council has piloted an employment event for parents and carers at Rhyl Primary School. Representatives from Jobcentre Plus, employment agencies, voluntary and community sector organisations, the NHS, Camden Council, job clubs and the National Recognition Information Centre were available to talk to women about the employment opportunities available to them and also provided advice and support. Women who attended the session found it very helpful and we would encourage the Council and its partners to hold more events in school settings.

We also heard from Jobcentre Plus about the range of support it has available to help women find suitable work. Jobcentre Plus wants its services to be person-centred so it now offers a range of services at job centres such as housing services, debt support, applying for universal credit, as well as training and support to find employment. However, not all community groups are aware of the employment support that Jobcentre Plus provides, so there are opportunities to improve links between voluntary and community sector organisations supporting unemployed women and Jobcentre Plus.

These findings are echoed by research Camden Council carried out as part of its review of its employment offer, which found that lots of residents seeking support find the local system confusing, disconnected and lacking in employer engagement and in-work support. We were pleased to hear that the Council is developing two specific approaches that will help to tackle these issues.

The first is the development of a ‘neighbourhood approach’ to deliver employment support, by doing more of what works best and tailoring support to the local needs of residents. This approach aims to build on existing good practice, such as the Somers Town Jobs Hub. Camden Council will work with local people, services and organisations to develop a neighbourhood hub in Gospel Oak. Initially this will be a set of joined-up support, rather than a singular physical space.

The second approach is an activity programme designed to upskill, better integrate and build a shared identity for the Employment and Skills Network. This will include a digital offer through which residents can access employment support and advice. We hope this will enable residents to have a more consistent, joined-up experience when looking for work.

Actions

- The Employment and Skills Network should consider intersectionality as part of the development of their digital employment and advice offer. This would make sure that groups in most need of employment support are effectively targeted. This should also include discussions with voluntary and community sector organisations who support women, in order to improve understanding of their needs.
- As part of the development of its neighbourhood approach to employment support, we recommend Camden Council and its employment partners run job clubs in local settings, such as schools and early years centres. This will make it easier and more accessible for mothers and carers to attend after school drop-offs and provide women with face-to-face support, which was requested by many women.
- Jobcentre Plus should continue to expand the range of services that it offers in the local job centres to make it as easy as possible for women to access a range of support in one place.
- Jobcentre Plus, voluntary and community sector organisations and training providers should collaborate more effectively to share knowledge and best practice, and make sure training and support is relevant and reflects the current job market.

Recommendation

Women should have access to clear, easy to understand information about the impact work will have on their income, including welfare benefits, so they can make informed decisions about taking a job or increasing their working hours.



Evidence

CWF spoke to many women in receipt of welfare benefits who had concerns about the impact that work could have on their benefits, with the very real risk that they could end up worse off if they take on work. This includes the impact that becoming self-employed could have, particularly at the beginning of a new venture, when women are trying to grow a business.

“I could not work full-time so I got a part-time job but then I had to pay full rent as I have the right to work here but no right to benefits and had to pay for childcare as my husband is sick so cannot care.”

**Hopscotch Asian
Women’s Centre focus
group attendee**

Some women in receipt of benefits were keen to volunteer as a way to build their confidence and create a pathway into work. However, there was confusion over the impact that volunteering could have on their welfare benefits, with some concern that volunteering could be classified as work and lead to a reduction in benefits.

Representatives from our focus groups said that volunteering can be a positive way for women to gain experience and build confidence, but that pressure from Jobcentre Plus meant that women often feel less able to volunteer as they have to be proactively looking for work.

As a result, we met with Jobcentre Plus and they advised us that volunteering should not have any impact on women’s benefit entitlement as long as it does not impact on their claimant commitments. They said they believe volunteering provides good

work experience and told us that Jobcentre Plus have a national relationship with charity shops and often refer people seeking work experience to these shops. Jobcentre Plus advised us that if women want to volunteer as a step on the pathway to work, they should have a discussion with their job coaches in the first instance.

Some women, particularly single parents, were unclear whether moving into work would be financially beneficial once they had factored in the costs of childcare, travel and a reduction in welfare benefits. One focus group attendee at the British Somali Community Centre told us: “I want a full-time job but childcare is £400-500 a week, so what is the benefit of working, as then I have to pay rent, tax and childcare?”

There is a Government benefits calculator available online, but this can be confusing to use and some women were not aware of it. Somers Town Jobs Hub and other employment support services can also help women to calculate the impact of work on their benefits but again these services are not always known about.

For other women, beginning work had already had a detrimental impact on their income. One woman told us: “As soon as I started working they stopped my husband’s Employment and Support Allowance and when I stopped work we were put on Universal Credit.” The family then had to wait for Universal Credit payments to begin, which was difficult both financially and emotionally. Women with pre-school age children were very positive about Camden Council’s childcare offer for three and four year olds. The Council offers 30 hours of free childcare for this age group whose parents meet certain eligibility criteria, regardless of whether they are working or not.

Working parents are entitled to the Government’s 30 hours of free childcare for three and four year olds, but some women said that their circumstances meant they were only eligible for 15 free hours from the Government. This made it difficult to work. Others said that although their partner was not working, they would not or could not provide childcare, which limited their ability to work. Women at the British Somali Community Centre said: “Fathers are still not involved in childcare much and it is all left to the women.” Other women said that there was a cultural expectation for them to provide childcare, which meant their family members did not want them to leave their children in childcare to learn or work.

Camden Council has recognised that the complexities of the benefits system can make residents very anxious about taking employment. Therefore, as part of their review of their employment support offer, they intend to develop a ‘test and earn’ pilot, which will be focused on single mothers. The hypothesis for this pilot is that welfare support, alongside service-based support, can help people to break free of the financial and psychological trap of benefits, low income and poor work.

We were also told that the Council has recently reviewed its advice service provision and plans to invest in a seven-year partnership of independent voluntary and community organisations, who will provide a range of advice services for residents needing support. The partnership will also link to the Council’s advice services. The Council wants to ensure that the new Camden Advice Partnership focuses on residents and their needs, delivering high-quality proactive advice, as well as improving responsiveness to any new issues residents face. The partnership will use a range of channels to provide advice including face-to-face, telephone and online advice, to help overcome language and cultural barriers. A key focus will be on money and debt advice, including the impact that work will have on welfare benefits. The Council hopes that using this type of network approach will ensure that residents can access the right advice when it is needed – no matter which advice provider they contact.

Actions

- Voluntary and community sector organisations should advise women they are in contact with to seek advice before beginning or returning to work. This will ensure they understand the impact that working will have on their welfare benefits, so they can make an informed decision.
- Volunteering can be a valuable pathway into work. Jobcentre Plus should continue to promote new volunteering opportunities for women looking for work experience and ensure job coaches communicate these opportunities to women and provide reassurance that volunteering will not impact on their welfare benefits.
- Once Camden Council has finalised its plans for a new Camden Advice Partnership, it should use a communications campaign to ensure that residents and voluntary and community organisations know where to go to get clear, unambiguous advice on the impact taking work will have on any welfare benefits they or their family receive.
- Camden Council should carry out rigorous evaluation for the duration of the seven-year Camden Advice Partnership to ensure it is and remains responsive to women’s changing advice needs.

Recommendation

**Camden Council
should influence
and support
Camden employers
to become good
employers with fair,
flexible employment
practices.**

Evidence

CWF heard that Camden has a very segmented labour market and some women in work experience very poor working conditions. These women are often employed in the 'gig' economy where standard hours are not fixed, zero-hours contracts are common practice and pay is below the London Living Wage. Voluntary and community organisations working with Black, Asian and Minority Ethnic (BAME) women told us that women frequently report poor working conditions. The British Somali Community Centre told us that Somali women can be vulnerable to exploitation in employment due to a lack of qualifications, language barriers, the impact of welfare reform and because they are prepared "to take bad roles out of desperation."

"Once people hear you are a mother they don't want to know, as they want you to work 9am to 5pm but you want to work 10am to 2pm. If you say you need flexibility when you apply for jobs the employers don't reply."

British Somali Community Centre focus group attendee

Women provide the majority of paid and unpaid care work for children, family and friends in Camden. According to the 2011 census, 7.9% of people in Camden are caring for others (not as part of their paid work).¹² This equates to around 16,000 people and 70% are women. Compared to the general population carers are more ethnically diverse, often due to cultural expectations on women, and because proportionately more BAME women live in the most deprived areas of Camden. Women are equally likely to work whether providing care or not.

Women are also significantly more likely to be single parents, managing work and childcare on their own. The 2011 census recorded that there were 6,228 lone parents living in Camden and 5,828 of these were women (93.6%). 27% of these women worked part-time, 21% worked full-time and 52% were not in work.¹³

We asked women what they thought the barriers to finding employment were and many mentioned caring for children as a key issue. One woman from the Hopscotch Asian Women's Centre focus group said: "Childcare and husband are a barrier and I had to leave the job I had within two months which was very hard... When you have a job, you have confidence in yourself so to lose it is very hard."

Women who care for children or older relatives need flexible work so they can balance care and work responsibilities. However, we heard that not all women have access to flexible working opportunities and that some employers think flexible working is a burden, or a privilege granted to those who deserve it rather than provided as standard. Some employers reported that women have misconceptions about the levels of flexibility on offer and that most employers are more flexible than potential employees realise. For example, an employer from the hospitality sector reported that they can offer shifts that work around lots of different needs. Travelodge and Premier Inns are also running campaigns highlighting their flexible job opportunities, for example housekeeping jobs that fit around the school run.

¹² Camden Clinical Care Commissioning Group, 'Camden Profile Public Health Intelligence – Adult Carers', November 2014 (opendata.camden.gov.uk/download/3ddh-2cac/application%2Fpdf)

¹³ Open Data Camden, '2011 Census Key Statistics – Table KS107EW: Lone Parent Households with Dependent Children', 2015 (opendata.camden.gov.uk/People-Places/2011-Census-KS-And-QS-Tables-Camden-LAs-And-Above/hkt6-ygwj)

Some women told us barriers to employment include the application process, which can be difficult because they do not know what employers are looking for, and job interviews, which can be daunting. One woman at the British Somali Community Centre told us that she participated in a group interview at Jobcentre Plus for a supermarket job, but was not successful and had found the experience very difficult. Women at West Hampstead Women's Centre also said that they found interviews hard, and discussed gender-neutral job descriptions, blind job applications and positive discrimination to get women into underrepresented positions as positive ways to support women.

Jobcentre Plus advised us that they are running a series of 'Let's Talk' events with King's Cross Recruit, targeted at specific groups looking for work. They ran an event for people with health conditions and are now exploring a similar model for women, including parents. These events bring unemployed people together with employers, providing them with the opportunity to have conversations they would not normally have, such as what employers expect from employees, what makes a good CV and how to interview well.

Camden Council is currently testing alternative approaches to recruitment such as gender-neutral job descriptions and blind recruitment to see if this encourages applications from a more diverse range of candidates and whether it increases the diversity of its workforce.

Improved employment practices could help tackle the specific issues disabled women face when looking for work. A Trades Union Congress report from 2018 found that disabled women face the largest pay gap and estimated that the combined impact of the gender and disability pay gap means that disabled women earn 22.1% less (or £3.40 per hour) compared to non-disabled men.¹⁴

Camden Disability Action (CDA) told us that Camden has a Business Disability Forum that helps disabled people to find work, but this does not have a gender focus. CDA also provided anecdotal evidence of employers who were reluctant to employ disabled people. This included employers who were worried costly adaptations to the workplace would be needed and that disabled people will not be up to the job. Camden Disability Action reported that disabled people can also feel excluded from the workplace because it can be physically inaccessible or because they do not feel encouraged to seek employment. Camden Disability Action also said that employment support organisations can limit disabled people's aspirations by telling them they will not be able to do certain jobs. However, disabled people have more positive work experiences when there are other disabled colleagues in the workplace and if peer mentoring is available. We believe this needs to be encouraged from a very senior level across all businesses.

The evidence base for Camden Women's Forum indicates that women over the age of 50 are the fastest growing group in the workforce and the average age for the menopause transition is 51.¹⁵ As more women go through the menopause while in work, we believe employers should consider how to support and retain female workers. Many employers are now introducing menopause policies, for example NHS Wales introduced its menopause policy in December 2018 and Camden Council recently committed to offering support to employees going through the menopause as part of its Inclusion Statement.¹⁶

We were impressed with the steps that Camden Council has taken to lead the way in good employment practice, including flexible working. In 2014, Camden became the first Timewise Council

¹⁴ TUC, 'Disability employment and pay gaps 2018', May 2018 (tuc.org.uk/research-analysis/reports/disability-employment-and-pay-gaps-2018)

¹⁵ NHS, 'Menopause', August 2018 (nhs.uk/conditions/menopause)

¹⁶ GIG Cymru NHS Wales, 'NHS Menopause Policy', December 2018 (nhsconfed.org/-/media/Confederation/Files/Wales-Confed/Wales-Employers/FINAL-NHS-Wales-Menopause-Policy-19-Dec-18.pdf)

in the UK, committing to making all its roles flexible, with a range of employment options to suit employees. Part of Camden Council's motivation to become a Timewise Council was to help reduce maternal worklessness rates, which were above the national average at that time. Pursuing and attaining this accreditation has enabled the Council to become a trailblazer for flexible working, which it champions to local businesses and other public sector bodies. When the Council commissions alternative providers it now stipulates that employees must have flexibility and be paid the London Living Wage to ensure good quality work for employees.

This year, as part of Camden Council's commitment to driving inclusion, it has launched its draft Statement of Inclusion and its draft Statement of Commitment to Trans Equality. The Council has also entered the Stonewall Workplace Equality Index for the first time so it can evaluate its practices and improve the way the Council works to create a safe and supportive environment for their LGBT+ employees and residents. The Council is committed to implementing any actions that Stonewall recommends as a result of their assessment.

"I have a zero-hours contract, and have to travel but do not have a car. It is really hard and I have reduced my work to 16 hours... Working zero hours is very difficult especially as I don't get paid for travel... Agencies provide initial training but they will try not to pay you for this unless you know the rules."

British Somali Community Centre focus group attendee

The 2017/18 Camden Council pay gap report focuses on gender, BAME, disability and flexible working, going beyond the statutory requirements around gender.¹⁷ Analysis shows that the Council's gender pay gap is marginal but very slightly in favour of women (0.1%), but bonuses are skewed in favour of men. This is because bonuses are calculated on full-time salaries, and more women than men work part-time.

In October 2019, Camden was one of five councils accredited by the Mayor of London as a Good Work Standard employer. By signing up to the Mayor's Good Work Standard, the Council has made a commitment to a healthy, fair and inclusive workplace.¹⁸ It has recognised that this is an important step in attracting and retaining a diverse, talented and successful workforce and have stated that they want to assist other Camden employers to realise these benefits. The Good Work Standard has a set of criteria covering fair pay and conditions, wellbeing, skills and progression, diversity and recruitment.

We also heard many other examples of good employment practice from Camden employers. For example, Hopscotch Asian Women's Centre has set up its own Homecare service, which offers flexible job opportunities for over 100 women it works with. The NHS also gave oral evidence about some of the measures they are taking to improve working conditions in the care sector, including the development of the Proud to Care portal, which has jobs and information about working in care. It is at an early stage but it is hoped that over time, all care providers will use this portal to advertise vacancies and this should lead to improved working standards as potential employees will be able to identify employers with better working practices. LocalGlobe, a Camden-based business, spoke to us about its maternity and paternity leave policy and told us that its family leave is now equal – following the birth of a baby both men and women get five months at full pay, which can be taken at any time during the child's first year.

¹⁷ Data.gov.uk, 'London Borough of Camden pay gap report 2017-18', March 2019 (data.gov.uk/dataset/b5cd05f1-e809-49da-aa20-cee597707411/london-borough-of-camden-pay-gap-report-2017-18)

¹⁸ Greater London Authority, 'The Good Work Standard', 2020 (london.gov.uk/what-we-do/business-and-economy/supporting-business/good-work-standard-gws-0)

We were also impressed with the Royal Free Hospital's approach to flexible working. A member of the Royal Free's People team talked to CWF about their approach. They told us that nurses' shifts at the Royal Free Hospital are 12 hours long, and in the past nurses did not get much say over what shifts they work or how long each shift lasted. This wasn't a good system for women, especially parents or those who had caring responsibilities, and led to high staff turnover among nurses. In 2018, the Royal Free ran a pilot scheme in which staff could choose their own shifts using a digital system, which allowed for much more flexibility. This was deemed as a success as it increased retention, with staff turnover dropping from 45% to 20%.¹⁹

Actions

- Camden Council should continue to lead by example and promote good employment practices to Camden businesses, including the adoption of Timewise accreditation, Stonewall accreditation, accredited Living Wage Employers, its inclusion commitments and the Mayor's Good Work Standard.
- Camden Council should share learning from its pilot of alternative approaches to recruitment with employers in an open, transparent way, including whether this encourages applications from a wider, more diverse range of candidates.
- Camden employers should experiment with different approaches to recruitment. This could include gender-neutral job descriptions, and developing alternatives to application forms, for example practicals, blind interviews, video and social media instead of traditional interviews, to see if this encourages applications from more women.
- Camden Council should implement any recommendations for improvement that Stonewall make as a result of its submission to the Stonewall Workplace Equality Index.
- Jobcentre Plus should continue its work with Camden employers to develop more child-friendly employment opportunities, particularly in areas that are currently hard to recruit to such as hospitality and care.
- Jobcentre Plus should pilot a 'Let's Talk' event for unemployed women, providing them with the opportunity to meet with employers and discuss how to maximise their chances of finding a good job.
- Camden Disability Action, with support from other voluntary and community sector organisations and Camden Council, should run a seminar to raise awareness of the issues disabled people face when considering career options, looking for work and when in employment. Employers should be invited to share any good employment practice and to hear how they can make employment work for disabled women.
- Camden Council should continue to facilitate enhanced access to affordable, accessible and quality childcare. The Council should improve signposting so women are aware of their eligibility and take up the offer of free childcare.
- The NHS and care providers should continue to promote and encourage the use of the NHS Proud to Care portal to drive up working conditions in the care sector, including increasing wages to the London Living Wage.

¹⁹ Evidence from employers' session with Camden Women's Forum, 27 June 2019

Businesses, the voluntary and community sector and Jobcentre Plus should support women to gain the skills needed to work in sectors currently experiencing skills shortages and areas forecasting future growth.

Evidence

Camden is a fast-growing borough with many opportunities in thriving sectors, such as the science, technology and creative industries. There are also industries that have vacancies that are hard to fill such as nursing and hospitality. Despite this, we heard from women who were finding it hard to access these jobs and were either stuck in poor work or unemployed. Based on the evidence presented to us the reasons behind this were:

- There is a disconnection between the jobs available and the skills of the local labour market.
- Women were not aware of the sectors that have growth or reduction forecasted, for example many women were keen to gain qualifications in childcare despite Camden having the lowest birth rate in England.
- Women who have migrated to the UK have skills and experience that are needed but their qualifications are not recognised, and the cost of converting them is prohibitive for many.

“You can’t let your skills drift, I had an IT degree but when I moved here I didn’t realise I could convert it and now my skills are out of date.”

Hopscotch Asian Women’s Centre focus group attendee

Between June 2016 and December 2018 Women Like Us ran an in-work progression project, which was joint-funded by Camden and Job Centre Plus. The project wanted to tackle the growing issue of in-work poverty, by helping low-paid workers living in Camden to increase their earnings or progress into better jobs and encourage employers to offer more flexible employment. The women who participated in the project identified the top three barriers to securing better jobs as, lack of job market knowledge (28%), out of date CVs (28%) and lack of training or qualifications for their desired role (26%).²⁰

We also heard from some women and employers that the qualifications being offered to women looking for work was not always constructive, and included ‘qualifications for qualifications’ sake’, which were not fit for purpose. Jobcentre Plus suggested that: “Employers need to be involved and work with provider organisations to build fit-for-purpose programmes that help people get into work.” When one Camden business leader was asked what qualifications were important, they said: “Basic English and maths are really important. Beyond this, attitude is the most important thing.”

“We need more affordable quality training – grant funding for job-ready training courses has been cut over the last five years. Entry level qualifications aren’t getting women to the levels they want to be.”

West Hampstead Women’s Association focus group attendee

Some of the women we met were interested in setting up their own business and becoming self-employed, but were put off as it seemed too complicated and the initial costs were prohibitive. Jobcentre Plus advised us that they have a New Enterprise Programme supporting self-employment and are working with Capital City College to pilot a course for women who want to become self-employed.

Employer representatives suggested that training organisations should focus on training for the skills that employers cannot provide. For example, we were told that businesses can find it hard to recruit French speakers, but we would encourage them to think more creatively about how to access Camden’s local labour market

as there are many French-speaking women in the borough. Employers said it can be difficult for them to be proactive and reach some BAME and other social groups. One way to connect could be through outreach work with voluntary and community organisations using role models from their workforce.

²⁰ Women Like Us, ‘Final Results Presentation’, 2019

Actions

- We recommend that Jobcentre Plus, voluntary sector organisations and training bodies working with women do more to help them identify their transferable skills – for instance languages, soft skills and qualifications – and support these women to apply for vacancies they are interested in.
- We recommend that Camden Council establishes a fund to pilot a project with the Recognition Information Centre (UK NARIC), an organisation that enables people to convert their overseas qualifications into their UK equivalent. This will help BAME women who have moved to Camden from overseas to access employment opportunities equal to their skills and experience and provide employers with a wider pool of talent.
- Alongside this the NHS should do more to promote awareness of NHS Capital Nurse which helps people who gained nursing qualifications abroad to convert them into UK equivalents.
- Employers must look more proactively for opportunities to work with Camden’s voluntary and community organisations to utilise skills and talents of women to increase Camden’s economic competitiveness and help address skills gaps.



Appendix

Oral evidence to Camden Women's Forum

Camden Women's Forum spoke to many girls, women, organisations and employers during this inquiry. Some attended one of CWF's evidence sessions, while we met many women and girls at drop in sessions across Camden. We would like to thank all those people who contributed to this inquiry. In particular, we would like to acknowledge the contributions of the following:

Session one – 28 March – Support Camden Council provides women seeking employment

Camden apprenticeships team
Human resources and organisational development
Camden Black Workers Group
STEAM Hub
Community Partnership Unit
Economic Development

Session two – 9 May – Support provided by voluntary and community sector and statutory organisations

Department for Work and Pensions
British Somali Community Centre
Hopscotch Asian Women's Centre
Camden Disability Action
Camden Adult Community Learning
Camden Connexions

Session three – 27 June – Support provided by Camden's employers

Green and Fortune
Francis Crick Institute – apprenticeship programme
Lendlease
Royal Free Hospital
LocalGlobe
NHS Proud to Care portal
Camden's Economic Development team

Visits to:

Little Village
Forum+
Jobcentre Plus
Camden primary school – session with teachers
Warner Bros
HS1
Camden parent champions

Focus groups at:

British Somali Community Centre
Hopscotch Asian Women's Centre
West Hampstead Women's Centre
Camden secondary school – year 12 female students
Camden primary school – session with mothers and carers

Camden Women's Forum members

Name	Role/Organisation
Helene Reardon Bond	Chair and Camden's Gender Equalities Champion
Councillor Angela Mason	Cabinet Lead, Camden Council
Councillor Samata Khatoon	Equalities Champion, Camden Council
Councillor Maria Higson	Councillor for Hampstead Town, Camden Council
Asma Maloumi	Deputy Youth MP
Jessie Wernick	Deputy Youth MP
Rosa Bramley	Camden Peer Adviser
Benaifer Bhandari	Hopscotch Asian Women's Centre
Tessa Havers-Strong	Forum+
Snezana Bulatovic	West Hampstead Women's Centre
Khadija Shireh	British Somali Community Centre
Elaine Jackson	Parent Champion
Sarah Creasey	Headteacher, Parliament Hill School
Rosemary Frazer	Camden Disability Action
Helen Bruckdorfer	Headteacher, Torriano Primary School
Deborah Lincoln	Warner Brothers UK
Professor Sue Himmelweit	Open University
Wendy Spinks	Chair, Camden Business Board
Jenny Rowlands	Chief Executive, Camden Council
Jessica Gibbons	Director of Community Services, Camden Council
Joanna Brown	Director of People and Inclusion, Camden Council

As this inquiry was held in March 2019, some of the statistics and figures mentioned in the report and used to inform the Camden Women Forum's work may have changed slightly. In this report we have used the statistics as they were presented to the Camden Women's Forum in March 2019 and believe that, even where the statistics have changed, the Camden Women's Forum's findings remain valid.