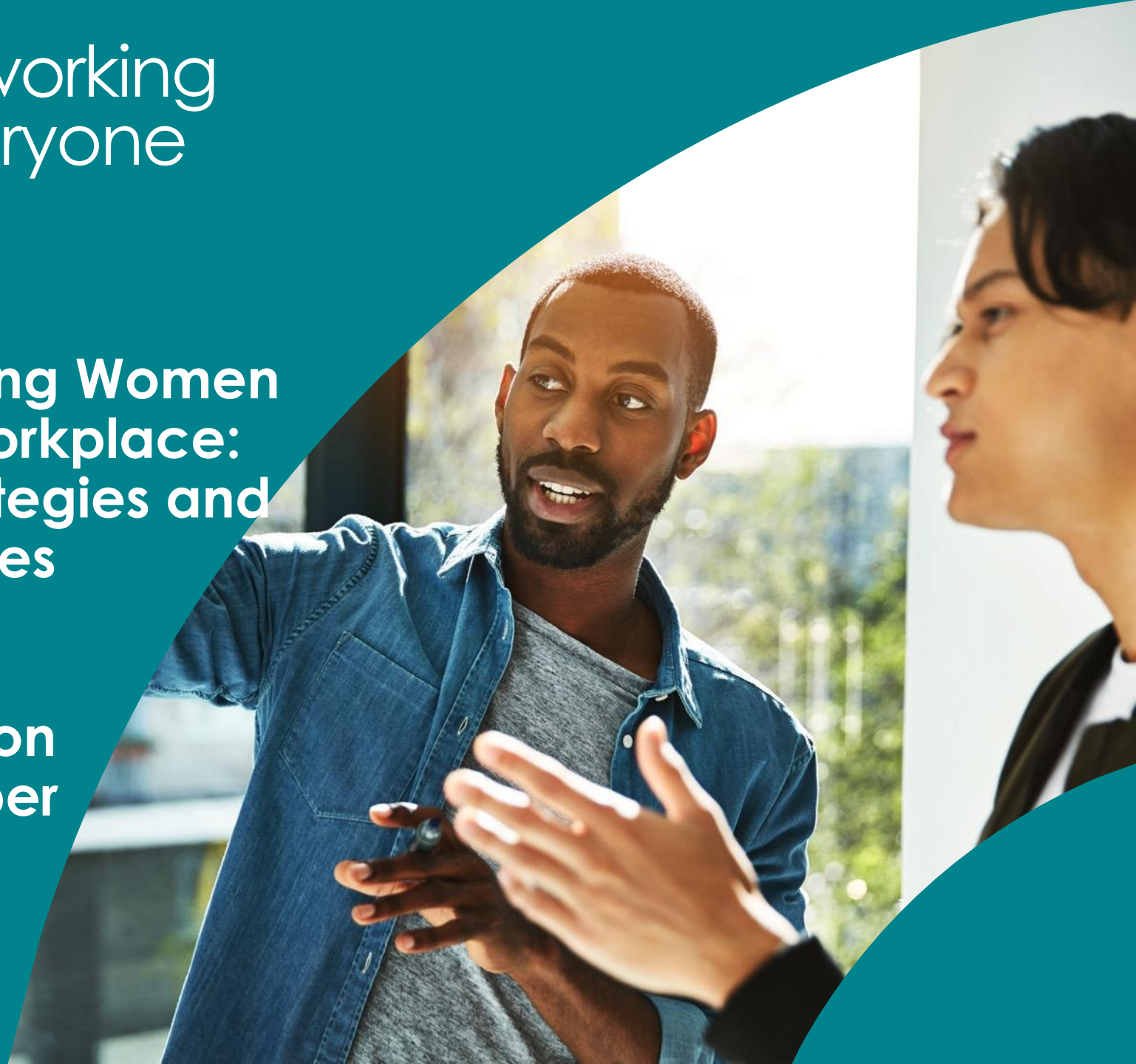


acas working
for everyone

Supporting Women in the Workplace: Key Strategies and Guidelines

**Paula
Williamson
December
2022**



Agenda



- The rights of women in the workplace
- Creating gender inclusive workplaces
- Reporting
- Acas: a case study

Who are we?



Prevent or resolve disputes between employers and their workforce



Provide information advice and training



Settle complaints about employee rights



Encourage people to work together more effectively



Who am I?



47



The rights of women in the workplace



Gender (sex) is a protected characteristic under the Equality Act 2010

Women are entitled to:

- Equal pay for equal work
- Maternity and adoption rights
- Not be subject to any sexual discrimination or sexual harassment whilst in the workplace



We all deserve respect and fair treatment at work

Do your organisational people policies support a strategy for gender equality?

- **Equality & Inclusion** in particular awareness of group disadvantage and positive action
- **Unwanted behaviour** eliminating sexist cultures, inappropriate banter
- **Flexible working** formal and informal, availability and impact on progression
- **Talent and people development** access at all levels

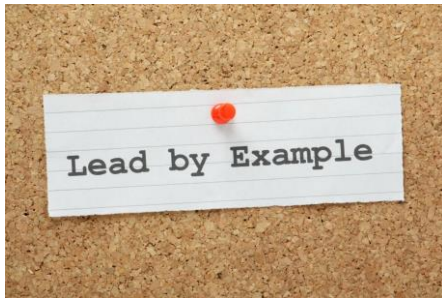


Reporting

- Line manager support
- Safe places to report
- Confidential places to report
- Taking action



Acas: a case study



STAND UP
SPEAK UP.



Stay in touch

acas

Acas newsletter



acas.org.uk/subscribe

**Customer Services
Team**



0300 123 1150
events@acas.org.uk

Social media



@acasorguk
Acas