Our award-winning Women’s Network

Presentation to the Government Women’s Network

Karin Schofield
Quick facts

We operate from over 100 different courts and offices
We have almost 4,000 people – mostly operational
We are 69% women – 85% outside National Office
54% of our senior leaders are women

Established in 2015
Over 800 members – men and women
Led by a Working Group of 8 members + 2 GWN reps
30 local champions supporting access and local engagement
Our mission

To promote the interests of women in the Ministry of Justice and support our women to achieve their personal and professional goals.
Inspiring our women
Helping our women to succeed
Keeping in touch

Our monthly email newsletter

- Promotes our events and development opportunities
- Celebrates national and global achievements
- Offers reflection and new ideas
- Shares news from GWN, the ministry and government
- ‘Women we should know’
- Promotion of other events
Advocating for our women
Our impact

85% value the Women’s Network

78% advocates for women at MoJ

75% encourages discussion of gender issues

61% different development opportunities

38% confidence to pursue professional goals

40% new ideas about gender equality

28% see gender equality differently

36% confidence to speak out at work

36% confidence to speak out at home

Being part of the Women’s Network has helped me build my confidence in group discussions about topics such as gender equality.

The Network has helped me to be open to my family having discussions about gender.

There have been some stories, particularly from women in higher management roles, that make you think ‘I can do this’.

The Network has assisted me professionally by being able to openly discuss what does not feel right.
Diversity Awards

Gather or create your evidence → Write your nomination → Submit your nomination

Film crew create a video → Judges visit
Your nomination

- What is the initiative? 20%
- How did you implemented it? 15%
- How has your leadership supported it? 15%
- What impact has it had on our workplace 25%
- What impact has it had on employees 25%
What are the judges looking for?

✓ Innovation, leading edge thinking, difficulty factor, uniqueness
✓ Quantifiable measures of impact
✓ Clear link to strategy
✓ Real impact and opportunities identified for growth
✓ Clear who is involved
✓ High level and broad employee level support – not just an HR initiative
✓ Clear co-design, in-house team engagement – not just outsourced
✓ Clear how the initiative was rolled out, challenges, iterations etc
✓ Role modelling
Is it worth it?
My top tips

• Be clear what your point of difference is
• Collect evidence of your impact
• Take photographs of everything you do
• Get your Communications Team involved
• Ask your advocates for quotes
• Plan your pitch to the judge
• Create a pack of evidence for the judge to take away
• Don’t underestimate the time it takes to do it well
What next?

Men as allies

Creating local energy