



WomansWork

The Notebook For Buckinghamshire

May 2013

Hi Readers

Welcome to another edition of the Buckinghamshire Notebook. Spring is here at last with baby lambs in the fields and blossoms coming out on the trees all around.

Remember, this is your publication so what's included is down to you! Please send any news, articles or information for future issues to womanswork@pennydablin.com

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Your News

Exhibition at The Beetroot Tree Gallery, Draycott, DE72 3PP

Industrial Abstract

20 April – 8 June 2013

Featuring a body of work from Alice Fox, James Faulkner, Paul Storer and Lorraine Clewlow,

Industrial Abstract focuses on our build environment and the surfaces that surround us.

The exhibition will feature the body of textile work *Fabric of the Building* from Fox, who questions the



state of our contemporary built environment, references moves to introduce living surfaces to our concrete jungles, and offers a gentle nod to historical flattened relief sculpture.

For further information please contact Hannah Maddix on 01332 873 929 Email:

info@thebeetroottree.com

www.thebeetroottree.com

Opportunities

Natwest Everywoman Business Awards

These Awards differentiate themselves by recognising business success at every stage from embryonic start-ups demonstrating promise to established enterprises that are making a significant contribution to the British economy.

Get the recognition you deserve by visiting

<http://www.everywoman.com/ewawards>

Cash Incentive To Take On A Young Employee

If you are considering taking on a new member of staff you could claim a cash incentive from the Jobcentre of up to £2275. The incentive is available to private, voluntary & community sectors and social enterprises.

For more details call 0845 601 2001.

Your Arts & Crafts

Daisy Tinks Stitches

Handmade items including Aprons (which can be personalised), bags - beach bags, shopping bags, childrens bags, hanging hearts (personalised with any information) and mucky mats (ideal for protecting surfaces from paint, glue, playdoh etc).

For more information please go to:

<https://www.facebook.com/DaisyTinksStitches12>

Events

CYM Course

The next **free CYM course** is on **Saturday 4th May** (10am to 2.30pm) upstairs at David Lloyd centre in Milton Keynes. Anyone is welcome but please email info@climbyourmountain.org to book a place.

Topics covered include stress, depression, anxiety, confidence, barriers to wellbeing, nutrition, exercise and much more... It will be the last course for a while so don't miss out!

Big Trip Challenges

There is still time to take part in any of these **fantastic CYM overseas challenges!** Support the charity, have an amazing time and achieve something special!

Everest Base Camp trip (October 20th to November 5th 2013)

Winter Mount Toubkal (December 2013)

Kilimanjaro trip (February 2014)

Inca Trail & Machu Picchu trip (April 2014)

Please email info@climbyourmountain.org if interested or want to book a place. Info packs and further details available... great value and great experience open to all.

The Herb Farm with OWF

Saturday, 18 May 2013 from 1pm.

The Herb Farm at Sonning Common was established in a cluster of picturesque 18th century timber-framed barns. The buildings form the centrepiece of this specialist culinary, aromatic and medicinal herb business. Herbs are propagated and grown on site. There are attractive gardens, a Saxon maze, and the barn shop, selling herbal products and speciality foods. Our visit will include a tour of the beautiful gardens, a lecture by medical herbalist Frieda Miller and afternoon tea. www.herbfarm.co.uk
Contact Deborah Pluck on 01865 559900 to book.

Stepping In

Wednesday 29th May, 9.30am - 12.00pm at The Conference Centre, The Park, Leafield Rd, Fairford, GL7 4JQ. Cost £40 or £25 concessions or volunteers.

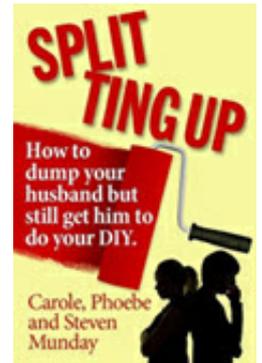
A leadership development workshop designed specifically for women. It presents "Four Fundamental Leadership Stances" that enable women to identify personal leadership strengths

and work with them to access untapped potential. Increasingly the need for leadership that includes feminine styles alongside masculine ones is being recognised. Relevant to business owners, community leaders and women negotiating challenging balancing acts in daily life. If you would like more information or like to register, please phone 01386 701868.

Your Books

Splitting Up: How to dump your husband but still get him to do your DIY

by Carole, Phoebe and Steven Munday



This book is a light-hearted and honest account of one couple's breakup. It offers practical advice on how to come to the decision to separate, how to deal with the emotions it throws up, how to tell your children that you are splitting up, and deal with the reactions from friends and family. How to start dating again, and most importantly, how to stay friendly enough to get him to do all your DIY. Available for the Kindle from www.amazon.co.uk

The Goddess Workshop

by Margaret K Johnson



When four very different women respond to an advert for a course at the church hall promising women a 'garden of earthly delights,' not all of them know exactly what they've signed up for. And when they discover that a giant reproduction from the Kama Sutra has replaced the usual portrait of the Queen, more than one of them contemplates doing a runner before it's too late. But then Jade Gate, their mysterious and charismatic workshop leader, arrives and sweeps them along with her extravagant enthusiasm. It's just a pity that personal conflicts and life events seem determined to thwart their common goal.

Available for the kindle from www.amazon.co.uk

Networking Not Working

Have you ever left a networking event wondering whether you have just wasted two hours of your life? I realised that the responsibility for making networking events a success lay with me. By taking ownership of my experience at these events and employing a much more strategic approach to selecting the right events to attend, I was able to develop a clear game-plan regarding who I wanted to speak with and what I could say and do that would generate that all important 'value connection'. The impact of my new mindset was immediate. If your networking is not working, maybe it's time for a rethink? Who knows where it might take you! Visit <http://www.stepstosuccess.eu/shop/> to purchase a copy. Note, this is a DVD rather than a book.



Antarctic Odyssey: A New Beginning

by Gabriella Guglielminotti Trivel.

The story of Gabriella's journey to the end of the world with a group of people who went to Antarctica to face fears and limiting beliefs. She went to Antarctica to test herself and put into action first hand in a dramatic way what she learnt and then pass it on to others. In this book she describes her inner journey while she was down under with penguins, seals and the ice. This is an ebook version available from [Amazon](#) or from [The Endless Bookcase](#)



Articles

Avoiding Maternity Discrimination - Advice to Employers

A recent report by charity, Working Families, highlights the increase in "family friendly" issues of discrimination in today's workforce. They highlight basic failings on the part of employers in areas such as pay and benefits of pregnant



workers and handing their return from maternity leave. Fathers too are identified as not being allowed to exercise their current, limited rights. Employers need to act with more care once the employee has notified you of the pregnancy you have a responsibility to organise and carry out risk assessments to identify and reduce any risks. The MATB1 certificate will help you discuss the planned start of maternity leave and whether the employee wishes to take their annual leave before the maternity leave commences.

Section 55 and 56 of the Employment Rights Act 1996 provides for reasonable, paid time off during working hours to receive ante-natal care. Whilst an employee is away on maternity leave, they are still employed by you. Their contract of employment, in all key respects, continues as normal regardless of length of service, they will be entitled to up to 52 weeks maternity leave. Prepare for the employee's return even at this stage by implementing short-term maternity cover with fixed-term employees or agency staff.

Consult with your employee on maternity leave any major changes occur in the workplace, such as re-organisation or redundancy. The Maternity and Parental Leave etc. Regulations 1999 provide for the employee to take up to 10 Keeping-In-Touch days ('KIT days'). These KIT days are generally paid.

It is on the employee's return from maternity leave that employers tend to leave themselves open to the most risk of Employment Tribunal claims. Be wary that discrimination takes various forms. Sometimes it can be what you do and what you fail to do which can lead to costly claims of direct and indirect discrimination.

Ordinary Maternity Leave (OML) – An employee is entitled to return to the same job in which she was employed before her absence. Her terms and conditions should be the same, and certainly not less favourable.

Maternity Leave (AML) – The employee is entitled to the same job, unless it is not reasonably practicable for her to return to that job. A warning though, you should not use this subtle difference in the returning rules between OML and AML as an opportunity to demote the employee. If the job still exists, employers are advised to put the employee back into that role.

A father who has 26 continuous weeks service (ending with the week immediately prior to the 14th week before the expected week of childbirth) can take the modest one week or two continuous weeks Ordinary Paternity Leave to look after the child or

baby's mother.

Flexible working requests – An employer has to actively consider such a request before refusing it on the grounds set out in section 80G of the Employment Rights Act 1996. In practice, this means really getting to grips with why you cannot accommodate a modest change in the employee's working hours so they can place their child in Nursery or why a job-share is unworkable.

Alternatives to the employee's own request should be considered to reach a compromise, where possible. Experience of Employment Tribunals suggests that rigid application of Flexible Working policy, although clearly advisable, is not always enough to stop a disgruntled employee from succeeding with a flexible working request type Tribunal claim.

A new system of flexible parental leave will be introduced in the UK from 2015, which aims to encourage a more shared approach to early childcare responsibilities. These are intended to shift the status quo away from women who take the bulk of the parental leave (they get statutory leave for 12 months and pay for nine months, whereas men only get their two weeks of paid paternity leave). What frequently happens thereafter is that mothers continue to be the primary carers, going part time, earning less, and finding it difficult to return to their pre-maternity earnings level.

It is proposed the mother will be able to trigger flexible parental leave when her baby is two weeks old, and whatever time is left to run on her original maternity leave year can be taken by her partner instead. Alternatively, the parents can take it in turns to use the remaining time between them, or take time off together. The limit is that 12 months is the total time that can be taken off and nine months of that is at guaranteed pay (the SMP rate will be the same for mothers and fathers). All couples need to give proper notice to their employers.

There will be no specific period of time reserved for fathers, other than the existing paternity leave. However, flexible leave will be reviewed by 2018. A man who takes a month off work when his baby is between two and six weeks old will be entitled to 90% of his average weekly wage. It is possible that fathers could argue it is unlawful not to match mothers' pay when on parental leave. Fathers will acquire a new right to take unpaid leave to attend two antenatal appointments. Intended parents in

surrogacy arrangements will also be eligible for such unpaid time off – it is not clear if this new right will apply to female partners of pregnant women, but if the right is being granted to intended parents it would be strange if same-sex partners were excluded.

(Excerpts from the Equal Opportunities Review and B. Prajapati, Solicitor)

Camilla Choudhury – Khawaja

www.thewomenslawyer.co.uk

Email: camilla@thewomenslawyer.co.uk

Successful Flexible Working

The term flexible working describes a working arrangement that has some degree of flexibility on how long, where and when employees work and can include part time working, term time working, job sharing, flexitime, annual hours, working from home, mobile/tele working and career breaks. Legislation requires flexible working to be implemented by all companies. Working at home is the most commonly offered option with women far more likely to use flexible working compared to men.



The benefits of flexible working can be much improved organisational performance, however, there can be barriers to its implementation. The main one appears to be operational pressures. Other barriers that feature highly are a need to maintain customer/service requirements, inability to effectively manage flexible workers, existing organisational culture and the attitudes of senior managers. It appears there are more barriers for larger organisations than micro businesses. The biggest obstacles can be the nature of the work and little relevance to the work.

When making a flexible working request an employer may refuse it for a business-related reason which includes:

- the burden of additional costs
- detrimental effect on the ability to meet customer demand
- the inability to reorganise work among existing staff

- the inability to recruit additional staff
- where it will have a detrimental impact on quality and performance.

Having a flexible working request refused can be quite a shock to those who put in a request so employers should consider how to effectively communicate the process. The following tips may help:

- Establish a clear process for how flexible working works in the organisation.
- Ensure that there are clear roles and responsibilities for employees, line managers and HR.
- Assess the current levels of support offered to line managers and ensure it is sufficient.
- Invest in ongoing communication and raising awareness
- Assess how conducive the organisation culture is to flexible working – and take action accordingly.
- Make use of pilots and trial periods in order to highlight potential problems with flexible working arrangements.
- Build in opportunities and mechanisms to monitor and evaluate progress with flexible working.

In addition, a flexible working information pack with an application form that allows the employee to describe the existing working pattern, the proposed changes, the impact the change would have on the role, workplace and colleagues with suggestions of how the impact could be dealt with would allow the employee to think through the implications for their request and to overcome any rejection.

Sandra Beale

www.sjbealehrconsult.co.uk

Networking

Athena Network

Lunchtime networking for women in business. Lunches from 12.00 to 14.00. Different venues.



Aylesbury 2nd Tuesday and 4th Wednesday of each month; High Wycombe 2nd Thursday and Marlow 3rd Thursday. Contact Sylvia Baldock for details: sylvia.baldock@theathenanetwork.com 07909 914815.

Athena Networking: Amersham 1st Tuesday each month; Beaconsfield 1st Thursday. Contact Jacqueline Rogers 07834 686706 jacqueline.rogers@theathenanetwork.com

Oaktree Networking

* 8th May, 11.45am - 2.00pm at Harben De Vere, Tickford Street, Newport Pagnell, MK16 9EY. Cost to members £20, guests £24 including lunch.

* 17th May, 11.45am - 2.00pm at Campanile, Loake Close, Grange Park, Northampton, NN4 5EZ. Cost to members £20, guests £24 including lunch.

* 22nd May, 11.45 - 2.00pm at The Barns Hotel, Cardington Road, Bedford MK42 0DA. Cost £24.00 and includes lunch.

Oak Tree Networking run structured, highly effective and fun, local networking meetings for people just like you, who want to expand their business through the power of word-of-mouth marketing. The meetings are monthly and open to all business sectors. Contact Jacqui Frost on 0845 618 2902 or email info@oaktreenetworking.co.uk

Useful Information

HMRC

Offering a series of free online seminars or 'webinars' to give tax help to new and small businesses. There are live presentations available on set dates or pre-recorded webinars available 24/7.

To book a place, go to

www.hmrc.gov.uk/webinars/

Your Websites

www.happybabiesmaternity.co.uk

Happy Babies is a search directory of nannies, childminders, maternity nurses, private midwives, night nannies, mothers helps, Au pairs, Doulas, cleaners, housekeepers, nursery schools, after school clubs, babysitters and a great place to find parent and baby classes and courses. Create your free online profile advertising your childcare, maternity care or home-care needs. You can search and view details of childcare, maternity care and home care providers in your area.



Deadline

June 2013 Edition

Please send your information no later than 12 noon on Tuesday 25th May. To make life easier please send your information to me as soon as possible at womanswork@pennydablin.com

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