



Things not to say to women doctors AND things to say – for other staff and supervisors

How we interact with co-workers creates the culture within the NHS.

<p>Other staff Don't say:</p> <ul style="list-style-type: none"> - Are you the junior doctor? - Can you come back from the operating theatre and write the discharge medications? - I was expecting a man. 	<p>Other staff Do say:</p> <ul style="list-style-type: none"> - Are you the Consultant? - I'm worried about this patient. Using SBAR... (Situation, Background, Assessment, Result) - Thank you for clarifying the plan - [To patients or relatives after an unacceptable comment] You are not allowed to say things like that. The doctor is doing her work.
<p>Supervisors Don't say:</p> <ul style="list-style-type: none"> - You shouldn't do that specialty because you will want to have a family. - You won't want to come to theatre because you are a woman - You aren't strong enough to do... specialty. - Choose a specialty you can do part time 	<p>Supervisors Do say:</p> <ul style="list-style-type: none"> - Would you like to scrub in for this case? - When I met this patient in clinic, they weren't sure about... so we agreed based on... - You should come to clinic – it is important to understand Shared Decision Making. - I am sorry the training is so tough. Being a Consultant, GP or SAS doctor is a great job. Please let us know what we can do to help get you there. - Which procedures do you need to practice? - Please involve the rest of the team – many of them are trained in 'Making Every Contact Count'. They can give information from the patient information leaflet. Some are very experienced. - Now you have managed straightforward issues well, I'd like you to see the complex patients in clinic and we can discuss them together. That should help you develop your skills in Shared Decision Making. I'll see the other patients with the rest of the team. - I'd like to recommend this organisation (eg Medical Women's Federation, Women in Surgery)... or this opportunity (eg presentation) - What do you need to get to the next stage of your career?

Supervisors be aware:

- Set clear goals. If something goes wrong, give feedback on the task. Explain why things might need improvement.
- Both men and women can now request to train flexibly or part-time in any specialty for any well-founded individual reason
- Shared Parental Leave is at enhanced rates for resident doctors (so the father or second parent can look after their child).

See also: https://www.medicalwomensfederation.org.uk/images/MWF_suggestions_on_sexism_and_parenting_7.7.23_FINAL.pdf