



The Network Newsletter – Ebulletin 356, 12 July 2022

Events

Events have been added to the Courses & Events pages on The Network website – see: <http://www.seapn.org.uk/courses>.

Black Lives Matter

Broken ladders: the myth of meritocracy for women of colour in the workplace

Web summary: <https://www.runnymedetrust.org/publications/broken-ladders>

Full report: [https://assets.website-files.com/61488f992b58e687f1108c7c/628cf1924ac4e10b1ba8917b_Fawcett%20%26%20Runnymede%20Trust%20-%20Broken%20Ladders%20\(final\).pdf](https://assets.website-files.com/61488f992b58e687f1108c7c/628cf1924ac4e10b1ba8917b_Fawcett%20%26%20Runnymede%20Trust%20-%20Broken%20Ladders%20(final).pdf).

(Source: Runnymede Trust *Monthly Newsletter*, 6 Jul 2022)

Important new report from the Runnymede Trust and the Fawcett Society:

“Broken Ladders provides an in-depth exploration of the challenges facing women of colour from entry to employment to senior leadership. It shows that the cumulative negative impact on women of colour at work is common across all sectors and in all types of organisations. The challenges of structural racism, including micro-aggressions, embedded bias and lack of representation exist in all institutions – it does not happen because of a few aberrant individuals; it is rooted in organisational cultures and structures.” [p8]

Their “calls for change” include:

“We want employers to:

- implement effective, evidence based Anti-Racism Action Plans with clear and measurable targets, and regular monitoring and evaluation of progress.
- have clear and transparent processes for reporting racism, with multiple reporting routes, including options outside of line management structures.
- set structures that ensure line managers deliver equitable and fair promotion outcomes for all employees and make progression routes explicit and well-known rather than based on informal networks.

We're calling on the government to:

- set-up and back a business-led initiative to tackle ethnicity and gender pay gaps and accelerate change on progression and representation.
- legislate to ban salary history questions and require salaries to be published on job advertisements.” [Taken from website]

Ukraine

Ukraine refugee psychological wellbeing pack: guidance for services

<https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2022/06/ukraine-refugee-psychological-wellbeing-pack-guidance-services/documents/ukraine-refugee-psychological-wellbeing-pack-guidance-services/ukraine-refugee-psychological-wellbeing-pack-guidance-services/govscot%3Adocument/ukraine-refugee-psychological-wellbeing-pack-guidance-services.pdf>

New from the Scottish Government:

“Recognising that different family members may have radically different experiences of the ordeal and different journeys to Scotland is also important. This lack of shared experience is something that could cause misunderstanding. This guide is to help you think about how to support families and individuals from Ukraine, host families, and staff working in services.” [p1]

This is accompanied by:

Guidance for Ukrainian arrivals

<https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2022/06/ukraine-psychological-wellbeing-advice-pack-guidance-ukrainian-arrivals/documents/ukraine-psychological-wellbeing-advice-pack-guidance-ukrainian-arrivals/ukraine-psychological-wellbeing-advice-pack-guidance-ukrainian-arrivals/govscot%3Adocument/ukraine-psychological-wellbeing-advice-pack-guidance-ukrainian-arrivals.pdf>

“Welcome to Scotland. This guide is here to help provide you with some simple advice and resources about psychological wellbeing and where to seek help if you need it.” [p2]

Guidance for host families

<https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2022/06/ukraine-psychological-wellbeing-pack-guidance-host-families/documents/ukraine-psychological-wellbeing-advice-pack-guidance-host-families/ukraine-psychological-wellbeing-advice-pack-guidance-host-families/govscot%3Adocument/ukraine-psychological-wellbeing-advice-pack-guidance-host-families.pdf>

“Thank you for the offer to host a Ukrainian family/person in your home. The individual/s you are welcoming into your home will have their own unique emotional needs. They are arriving to a country and culture that they may be very unfamiliar with, and have life experiences or backgrounds that are very different to yours.” [p2]

Tackling social and digital exclusion – Libraries, Museums, Archives and Cultural and Heritage Organisations

“Reducing reoffending through digital inclusion”

<https://digitalinclusionleeds.com/reducing-reoffending-through-digital-inclusion>

(Source: LinkedIn)

“100% Digital Leeds are leading a project to tackle digital exclusion for prisons, prisoners and prison-leavers in Leeds.

Having digital skills, connectivity, confidence, and motivation means prison leavers are better able to success in the areas of their lives that make people less likely to reoffend [...]”

Museums Change Lives Awards 2022

[https://www.museumsassociation.org/campaigns/museums-change-lives/awards-](https://www.museumsassociation.org/campaigns/museums-change-lives/awards-2022/#msdyntrid=kd4HqfQwXoFW32xamsRKtZJctlh9zUA8L4EqGLPy15E)

[2022/#msdyntrid=kd4HqfQwXoFW32xamsRKtZJctlh9zUA8L4EqGLPy15E](https://www.museumsassociation.org/campaigns/museums-change-lives/awards-2022/#msdyntrid=kd4HqfQwXoFW32xamsRKtZJctlh9zUA8L4EqGLPy15E)

(Source: Museums Association email updates, 28 Jun 2022)

Open for nominations:

“The Museums Change Lives Awards recognise and celebrate outstanding practice by UK museums delivering social impact. They promote the best examples of work by museums and individuals that support communities and engage with contemporary issues.

You can now nominate eligible organisations and individuals for our four 2022 awards.

The deadline for entries is **5.30pm on Monday 25 August 2022.**”

Public libraries and literacy recovery

<https://www.librariesconnected.org.uk/resource/public-libraries-and-literacy-recovery-report>

(Source: email from Libraries Connected, 30 Jun 2022)

Important new report from Libraries Connected and the National Literacy Trust, which highlights the key role that public libraries play in supporting children who have fallen behind as a result of the pandemic. It also illustrates some of this work, eg Support for early language and literacy development, with short case studies.

NB Fuller assessment to appear in *The Network Newsletter*.

Health & Wellbeing issues – Libraries, Museums, Archives and Cultural and Heritage Organisations

“House of Memories launches dementia app for Yemeni community”

<https://www.museumsassociation.org/museums-journal/news/2022/06/house-of-memories-launches-dementia-app-for-yemeni-community/#>

(Source: Museums Association email updates, 17 Jun 2022)

“National Museums Liverpool’s award-winning dementia awareness programme, House of Memories, has launched a new version of its app for the Yemeni community.

The Memories of Yemen app, which is free from the app store, is specifically designed for those living with dementia in the Yemeni community to connect with their heritage through artefacts, stories, traditions and images collated by others within the community.”

Health & Wellbeing issues – Other Agencies

Diagnosing dementia: a practical guide to assessment

<https://www.alzheimers.org.uk/sites/default/files/2022-05/Diagnosing%20dementia%20booklet.pdf>

(Source: email from Alzheimer’s Society, 23 Jun 2022)

“This booklet explains how dementia is diagnosed. It explains the benefits of getting tested and finding out the cause for someone with symptoms. It outlines the different types of assessment a person will have in order to find out whether they have dementia. It also describes how a diagnosis might be given and what happens next.

The thought of being told you have dementia is frightening. It can be difficult to talk to other people about your symptoms and how you’re feeling. But doing this will help to get answers and any support you need.

This booklet is for you if you are worried about your own memory, or someone else’s.” [p1]

Migration issues – Other Agencies

“Briefing: the real state of the UK asylum system”

https://freemovement.org.uk/briefing-the-sorry-state-of-the-uk-asylum-system/?mc_cid=0fbd2ad4ff&mc_eid=7d8713d645

(Source: *Free Movement Weekly Newsletter*, 27 Jun 2022)

Very useful critical briefing on the current position. The briefing concludes:

“But the asylum system is not beyond repair. Asylum decisions need to be made much, much faster. Immigration detention is used too routinely, particularly against asylum seekers. There is almost no prospect of any failed asylum seeker being removed at the moment so their detention is entirely pointless.”

Broader issues – Government, Government Agencies and Local Government

“An Education White Paper and a Cultural Education Plan”

<https://www.culturallearningalliance.org.uk/an-education-white-paper-and-a-cultural-education-plan/>

(Source: *Cultural Learning Alliance Newsletter*, 23 May 2022)

Very useful summaries of the two documents in case you haven’t had a chance to look at them yet.