



UCL

A photograph of a diverse group of women sitting in an audience, looking towards the left. The women are of various ethnicities and are dressed in professional attire. The background is blurred, showing other audience members and some stage lighting.

The Estelle Wolfson Emerging Women Leaders Programme at UCL

A report prepared for Lady Estelle Wolfson
2022 report

Thank you for your continued support of The Estelle Wolfson Emerging Women Leaders Programme at UCL. We are excited to share our final report with you, just over three years since the programme was launched in 2019. It details the achievements and impact of this year's programme on the lives of these incredible women, as well the impact your support has had since the beginning of the programme. We also look to the future and what's next for the Emerging Women Leaders Programme at UCL.

Aims and objectives

Within the next few years women are predicted to become the majority in the medical profession. However, it is evident that they are still under-represented in senior leadership positions. The Department of Health and Social Care's independent review into the Gender Pay Gap in medicine, led by the course co-director, Professor Dame Jane Dacre, has shown that there is a 16.8% pay gap for doctors. Thankfully, that is coming down, but still has a way to go. Contributors to this gap include the fact that there are fewer women in leadership positions in medicine.

The Estelle Wolfson Emerging Women Leaders Programme is designed to address this under-representation, helping participants to develop the essential knowledge, skills and behaviours for future senior leadership positions within the medical profession.

Our objectives when establishing the programme were:

- To build on the success of the first two Estelle Wolfson Emerging Women Leader Programmes at the Royal College of Surgeons of England (RCSE), and the Royal College of Physicians (RCP).
- To engage high-profile, female medical leaders (from UCL and beyond), with the aim of supporting emerging women leaders.
- To create a bespoke course for female doctors, who are interested in, and show potential for, leadership positions.
- To create a short, blended learning component to the course, drawing on UCL's digital educational technology expertise.
- To explore the potential for collaboration with other medical schools, and for the international expansion of the course.
- To work with the RCSE and RCP organisers to share experience, and to enhance networking opportunities for the programme participants.
- To embed the programme in UCL Medical School, so it is sustainable for the future.

Recruitment

The recruitment campaign for the most recent cohort went live in the winter of 2021 and was advertised via Twitter and to UCL Medical School alumni through the school's newsletter.

We advertised in December 2021 and applications closed on 14th January 2022. From an application pool of 55, we recruited 12 women to take part in the course this year. The course took place from April to June 2022. When identifying candidates, we followed similar selection criteria to the first course which included prioritising a mix of seniority, specialty, ethnicity and those who had not had the opportunity to be part of a leadership course up until now.

Programme Outline

After receiving positive feedback about the online elements of the course from the first cohort and the success of last year, we decided to run the 2022 course entirely online. This enabled us to create a course that was flexible to the needs of the women and easily accessible. Sessions took place on Zoom, over six virtual contact days between April until June 2022.

Inspirational leaders

We had the privilege of reinventing last year's wonderful guest speakers, all of whom are exceptional, female leaders. They spoke candidly about their leadership journeys, the barriers they have faced and how they overcame them, and their career highlights.

We hosted:

- Dr Suzy Lishman, pathologist and former President of the Royal College of Pathologists
- Professor Jenny Higham, gynaecologist and Principal at St George's Medical School
- Professor Lesley Regan, gynaecologist and former President of the Royal College of Obstetricians and Gynaecologists
- Professor Ijeoma Uchegbu, pharmacologist, Professor of Pharmacy at UCL, and UCL Pro-Vice Provost for Africa and the Middle East
- Ms Celia Ingham Clark, surgeon and Medical Director for Clinical Effectiveness at NHS England
- Dr Henrietta Hughes, general practitioner and former Medical Director at NHS England
- Dr Jayne Kavanagh, women's health campaigner and Associate Clinical Professor at UCL Medical School
- Professor Geeta Menon, ophthalmologist, surgeon and postgraduate dean
- Dr Faye Gishen, palliative care physician and Director at UCL Medical School
- Professor Dame Parveen, gastroenterologist and Emerita Professor of Medicine and Education at Barts and the London School of Medicine and Dentistry

On the final day of the course, the participants all shared their own leadership journey to date. These included the key learning points from the theoretical aspects of the course as well as the nuggets of wisdom shared by the guest speakers.



Above: The 2022 Emerging Women Leaders Programme cohort at an evening social

The course outline was as follows:

- Participants will attend Development Days on MSTeams to take part in the following: Exploration of personal leadership characteristics and style; Hear from inspirational speakers; Engage in peer mentoring.
- They will be matched with a senior woman as a mentor, from amongst a pool of UCLMS alumnae and associates, who will provide six months of mentorship.
- They will be taught how to participate in action learning sets, where they will be encouraged to develop and share solutions to real life challenges.
- They will be encouraged to network within the group and given opportunities to develop networks externally.
- They will be encouraged and supported to attend meetings and events to observe leadership in action at appropriate meetings, tailored to their interests.
- They will be required to participate in online learning as part of the course and to share their views and experiences with others.

“The course has transformed how I view myself as a developing leader, and given me the knowledge and confidence to believe that I can be an effective leader, by embracing and utilising my existing capabilities, to craft a leadership style that is true to myself and my values. This course has really shaped me moving forwards and I will be forever grateful that I had the opportunity to take part in it.”

Dr Yinting Ta, 2022 participant working in Palliative Medicine

The impact of the programme and its future

Your support has enabled us to develop, provide and embed a course designed to help women in medical careers. We have had excellent feedback from participants, and have been able to continue the course throughout the pandemic, by converting it to an online only series of events. This has also made it very efficient, allowing us to continue for a further year by making savings on travel costs. We now have a strong cohort of course alumni, who have become their own peer mentoring group, and have created a wonderful group of inspirational medical women who return each year to share their career journeys. Your donation has allowed us to help to change the careers of many aspiring women leaders, and to encourage them to get involved in leading change in healthcare.

As you know, your support originally enabled the course to run for three years, but the positive impact of the course on participants and the Faculty have encouraged us to continue to deliver it indefinitely. We plan to keep it as an online offering, to make it accessible, and to allow a wider range of aspiring medical women to join us in the future.

Our inspirational group of women doctors will contribute to making a better and more supportive environment for women doctors by leading culture change which benefits everyone.

Thank you for enabling us to establish and develop The Estelle Wolfson Emerging Women Leaders Programme at UCL. This unique programme has made so much difference to women at UCL's careers over the last few years.

We are deeply grateful for your support and hope that you found this report inspiring.

For more information, please contact:

Alice Pink

Senior Philanthropy Manager

Office of the Vice-President (Advancement)

E alice.pink@ucl.ac.uk

T +44 (0) 7388 220384

W www.ucl.ac.uk/giving

University College London

Gower Street

London, WC1E 6BT

“The EWL course was an incredible experience. It has changed how I approach any issue at work, I have learnt so much about myself and from the inspiring queens that we met through the course. I am so grateful to have gained such a powerful network of women who are constantly inspiring and motivating me to be the best that I can be.”

Dr Emma Kelley, 2022 participant and
Paediatrics and Medical Education

