

## Women-centred ways of working - challenges, barriers & solutions for women accessing CO

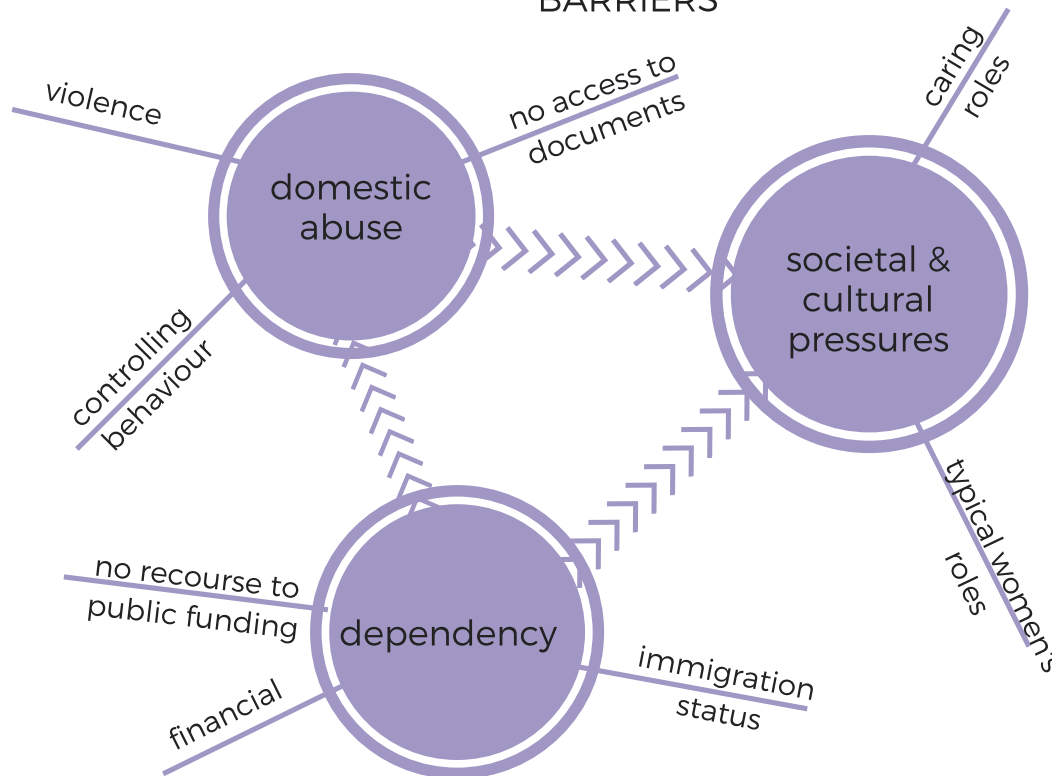
Some women will be able to access work, study and progress in their careers. They will be free to make choices which suit them and will realise their full potential.

Many women will face multiple and complex gendered challenges which might prevent them from making full use of the services which are available, thus limiting their opportunities.

### CHALLENGES

- precarious immigration status
- isolation loneliness
- poor mental health
- not enough English
- lack of confidence

### BARRIERS



### SOLUTIONS

- provide services informed by women's voices
- provide learning opportunities about gender to women and men, e.g. in ESOL class
- support staff learning around gender specific issues: domestic abuse, honour crime, gender based violence
- creatively resolve childcare support
- know your local specialist support for women
- offer creative solutions to allow access to wider services: e.g. mental health support in established groups