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# We Can Do It!

EDP Women's  
Edition 2017



Cozens-Hardy LLP  
SOLICITORS

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■ We can have a region  
where gender is not  
a barrier

■ We can  
encourage  
young  
women to  
aim higher

■ We can  
have  
equal  
rights  
and  
pay

**We can, and one day we will. That's the message of our special edition  
looking at what it's like to be a woman living in Norfolk and Suffolk in 2017**

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engagement  
delight**

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# Do men and women get treated equally? No

Three out of four women in Norfolk and Suffolk say they have experienced some form of sexism, our survey ahead of this special edition has found. Of the 119 women we asked, 83pc said they did not feel that men and women were treated equally – but 66pc said things had improved for women during their lifetime.

While 11pc disagreed, saying things were now worse for women, others said it varied and depended on the situation.

More than three quarters, 77pc, of women said they had experienced sexism, while 17pc said no, and 60pc said they had experienced sexual harassment or assault.

Just under half, 43pc, said

A divide was shown in the definition of equality – though 96pc said both sexes should have equal rights, just 46pc said they considered themselves a feminist

they had experienced sexual harassment in the workplace, and, of those, 72pc said they did not report it.

A divide was shown in the definition of equality – though 96pc said both sexes should have equal rights, just 46pc said they considered themselves a feminist.

When asked why, one person said: "To me, being a feminist means you support gender equality. I fully support that, I think women have a greater disadvantage in this area but that men also are sometimes undervalued as parents and we need to change things on both sides."

But one person said wanting equality did not need a label, another said they enjoyed "good old-fashioned chivalry" and another said they felt certain jobs should be for men or women.

Some said they felt feminism had developed a "bad reputation" or gone "too far".

When asked about roles at home, 43pc of women said they took on the majority of childcare, while 53pc said they handled the lion's share of housework.

One said: "My partner thinks as he works full-time he does enough. Apparently there, children and home and running



Childcare is a big issue for the region's women.

Picture: GETTY IMAGES/ISTOCKPHOTO

a business doesn't compare."

Many said they preferred to take on the roles or that their partner worked longer hours and it felt like a fairer divide.

And at the end of the survey, we asked respondents for their thoughts on what – if anything – they felt the biggest issue facing women was today.

■ "Difficult to say as it depends on your culture and individual situation. I am fortunate and see no issues within my particular demographic. However there are many demographics within

the UK and abroad that will have significant issues. I think the more severe issues are probably sexual trafficking or FGM."

■ "Lack of support, lack of childcare, unequal pay, lack of opportunity, low confidence and expectations on returning to work. Take your pick!"

■ "Having to work twice as hard to be treated equally."

■ "For working mums it's mental health issues."

■ "People not being able to see past women's sexuality or their roles as caregivers."

Why we are delighted to be part of this special edition of the EDP

**Jane Anderson**, senior partner at Cozens-Hardy LLP, on why they are backing this special edition of the EDP.



We are really pleased to be sponsoring this special edition of the EDP.

Both Cozens-Hardy and I have our roots firmly in Norfolk soil. The firm has been providing legal services from its Norwich city centre offices for over a century.

Having been educated in Norfolk, I qualified as a solicitor and joined the firm in 1988, taking on the role of senior partner four years ago. How the working landscape has changed for the better since I qualified.

Flexible working was unheard of back in the '80s, making it really difficult for many women to re-enter the workplace after starting a family. In reality the legal sector lost many highly competent individuals as a result – what a waste!

I am pleased to say that during my professional career I have witnessed many great female lawyers successfully progressing in their profession. Women currently lead three of the firm's departments – and the firm is committed to supporting actively all our staff through the different phases of their lives.

We have recently taken on two female solicitors who are returning to work after a period bringing up their children; both are highly talented, personable

individuals whose employment contracts enable them to work around their family commitments. Their real life experience, both professionally and personally, is invaluable.

We might be called 'solicitors', or have the position of 'partner' in a law firm, but we are real people who are here to advise and support our clients to the very best of our knowledge and ability.

And talking about knowledge and ability, I'd like to end with a mention of another Cozens-Hardy solicitor, Naomi Newell, who just last month was awarded the Norfolk & Norwich Law Society's Junior Lawyer of the Year title.

Naomi was recognised for her pro bono (free) work in the local community throughout her law degree at the UEA and for her ongoing voluntary contribution to the Norfolk Community Law Services' general legal advice rota.

Needless to say we are hugely proud of Naomi, as we are of all our solicitors and support staff who work so hard to deliver an exceptional service to our clients.

Enjoy this special EDP edition!



Women want to reach for the sky, but how easy is that, exactly?

Picture: GETTY IMAGES/HEMERA



Picture: LAURA DODSWORTH

# 'I want to be a role model for young women'

**T**he civil litigation solicitor, who graduated from the University of East Anglia in 2013, volunteered with Norfolk Community Law Service (NCLS) as a student and is still a pro bono solicitor for its advice service.

During her time doing domestic advice and advocacy she encountered many vulnerable people – typically women.

"I had quite a sheltered upbringing in the south west of Bristol," she said.

"People were still dying from domestic abuse and it really brought it home to me. Since then I have tried to educate myself on issues like this, on women and their place in society and their workplace. But even people who are educated about this are

I think it stems from a societal issue, that young women at school are not necessarily directed to sciences or the law

Domestic abuse is a problem which affects far more families than those who seek help or refuge from it. **Naomi Newell**, a lawyer at Cozens-Hardy solicitors in Norwich, has experience at the sharp end of these cases.



suffering from it.

"Sometimes these women would only have half an hour because that is the time their partner gave them away from the house. There is such a heavy 'dot dot dot' over their lives."

Ms Newell saw the battle some women fought to break the cycle. "With domestic abuse, to qualify for legal aid you had to have been to your GP or been to the police three times, and I lament that because the amount of courage it takes to pick up the phone and ask for help is phenomenal."

Through visits to schools including Notre Dame and Norwich High School, where she speaks about her job, Ms Newell said she had seen a lack of confidence in some of the city's young women. "I think it stems

from a societal issue, that young women at school are not necessarily directed to sciences or the law. I get the impression from them that they do not have the confidence to consider themselves good enough to study those subjects."

She added: "I am lucky to be at a firm like Cozens-Hardy, where a majority of our partners are women. I have such incredible role models and I want to be that role model for young women."

"Being with NCLS and seeing the lack of confidence the women have and how they are completely controlled by another person, maybe that is why when I go to schools and see girls who think they are not capable of doing things, I want to be the person who tells them 'yes you can'."

## Go and get yourself a cup of 'man up' tea

Why do women feel embarrassed by their 'masculine' traits, while men feel they must hide their 'feminine' ones? And are such labels helpful? **Siobhan Eke** says no...



**"I**'m a masculine woman. On a spectrum, with men down one end and women at the other, I'm definitely right down the male end, whereas my son, he's sixteen he's definitely at the other end, down at the women's end."

Don't you think some of the best conversations take place at the hairdressers? And my son always seems to enjoy banter at the barber's...

But why does my lovely hairdresser describe herself as masculine?

She certainly doesn't look like a man and, to me, doesn't act at all like a man.

But I get what she's saying. I know others have thought the same about me.

But I don't want her, me, her son, anyone, to be labelled and limited by gender stereotypes and the loaded cultural expectations.

So let's think about it: what qualities, behaviours, 'stories' are masculine, and what are feminine, and why? Why do some people find strong, straight talking confident women 'scary', 'manly', why can't we be accepted equally as able, achieving women? After all, if a man behaves this way, well, it's normal isn't it, he's a man. Women are the nurturers, men are the providers.

Men lead, women acquiesce. Men are commanding, natural leaders, women natural nurturers, demure.

Of course I'm deliberately oversimplifying, stereotyping, this is 2017. We're not expected to fit these cultural stereotypes are we? It's all changed, hasn't it?

Sheryl Sandberg of Facebook fame brought this conversation to the fore with her fascinating read, "Lean in". In it she recounts so many examples of how the same behaviour by girls, and boys, women and men, is 'perceived' in a different light depending on whether its 'male' or female? For example, a strong and confident girl at primary school is 'bossy', whereas boys? 'Demonstrating natural leadership skills'.

Once you become aware of this, you then start noticing how life is littered with these casual, subtle gender stereotypes.

Men? Strong, capable, breadwinner. Women?

Emotional and needy.

OK, ok, I know I know I am stereotyping too, but deliberately so to challenge the labels which can restrict, harm and hamper us all.

I was talking with a hard-working, capable male friend a couple of weeks ago. He told me about something that happened at work: his male boss came in and asked, "How you doing?" My friend was feeling overwhelmed with a heavy work load, and life's demands, "I'm struggling a bit to be honest."

"I'll go and get you a cup of man-up tea then."

Why? Why can't a man have a down day and share that?

Where's the 'woman-up tea'?

So how to do we rip up the unwritten cultural rule book for work?

If a woman cries at work, it's not great, but, somehow it's more 'acceptable' because 'she's a woman'.

A man showing vulnerabilities, sensitivities, heaven forbid, even crying?

I can feel many men squirm as they read this, not good, not good at all, and at work? There goes the promotion down the pan. Women, in some organisations, you are expected to behave in a certain way too.

In a recent ruling, the hugely successful business consulting giant PWC won the right to force women to wear heels to work.

I'd like to see all the men forced to do the same, and watch the ruling crumble.

Oh and ladies, don't forget 'to know your limits' too.

A male army major said exactly this to a room full of girls, whose jaws dropped open in unison.

After all, they'd been told all their lives by women, the world is your oyster, yes there may be challenges, but be positive, chase your passion, do what you enjoy are are good at, be brave, take risks, and if you fail you can bounce back, you can do.

We need daily to positively challenge outdated cultural and gender stereotypes in how we think, what we say and what we do.

Think about the female or male role model you want to be, why, and the positive impact you can have, and let's celebrate who we all are, as individuals.

## Advertisement feature

# Let's hear it for the unsung heroes of care in Norfolk

Carers don't always get the recognition they deserve, but the **Norfolk Care Awards** aim to put that right...

**N**ominations for the Norfolk Care Awards 2018 – everyone's chance to celebrate the great care we receive, or the great care a team or service has provided – have now closed.

And, according to the organisers, the nominations this year are the best yet and the standard outstanding, with judges having difficulty scoring the shortlist finalists.

The awards evening, with 10 categories, will take place at Sprowston Manor, Norwich, on February 22, 2018, and will be streamed live to ensure everyone across Norfolk can witness the celebration.

Award organisers Tracy Wharvell and Claire Gilbert, from the Norfolk Care Awards team,



say: "The Norfolk Care Awards are about showcasing the excellent care and great practice across Norfolk.

"We continue to be uplifted and proud of the social care workforce in Norfolk, with this year being an especially outstanding group of nominations."

The organisers add that there are still opportunities for



Care award sponsors and organisers (from left) Claire Gilbert, director Norfolk Care Awards; Phil and Sachi Smale, Libby Ferris Flowers; Lucy Whitwood, City College Norwich; Nicky Luxford, Athena Care; John Bacon, Norfolk Independent Care; Karen Knight, Norse Care; Bill Borrett and Shelagh Gurney, Norfolk County Council; Michelle Collins, Cozens-Hardy solicitors; Willie Cruickshank, Careology; and Tracy Wharvell, Norfolk Care Awards director.

Picture: CONTRIBUTED

sponsors to back the event.

"Not everyone is cut out to be a care worker; a high calibre, dedicated compassionate person is needed to take on this responsible role," says Claire. "We really do see the best in Norfolk, and are proud to be part of Norfolk's amazing social care community."

James Bullion, executive director of Adult Social Services at Norfolk County Council, adds: "It is important to celebrate and share good practice, while recognising the passion and

commitment of our care professionals in Norfolk.

"I always encourage people to put themselves forward, placing high quality care on the map."

John Bacon, chair of Norfolk Independent Care, says: "The Care Awards set Norfolk apart as a great demonstration of how good care can be recognised and valued, and as a celebration of all the great work that is done, day-in and day-out, by our county's committed care workforce. We can all look forward again to a great evening."

The Norfolk Care Awards are also supported by Gordon Barber Funeral Homes, Cozens-Hardy LLP, City College Norwich, Athena Care, Norse Care, Libby Ferris Flowers, Boots, Ashton Legal and media partner Archant.

"So, a big thank-you to all the unsung heroes who support people to live their lives. We know there is lot of great practice out there and we think it is time to shout about it," says Claire Gilbert.

[www.norfolkcareawards.co.uk](http://www.norfolkcareawards.co.uk)



Winners celebrate at the Norfolk Care Awards evening in 2016.

Picture: PAUL MACRO



Tracy Wharvell (left) and Claire Gilbert, Norfolk Care Awards directors.

Picture: CONTRIBUTED

The Care Awards set Norfolk apart as a great demonstration of how good care can be recognised and valued, and as a celebration of all the great work that is done.

## Categories

- Delivering excellence through learning and development
- Effective coordination of end-of-life care
- Excellent person-centred care and support
- Excellence in delivering dementia care
- Collaborative partnership
- Motivational leadership
- Promoting dignity and respect in everyday life
- Rising star
- Team award - together everyone achieved more
- The Harold Bodmer outstanding achievement award

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