# You Are Not A Frog

## CPD & Reflection Log

## Episode 41:

|  |
| --- |
| **Podcast notes** |
| In this episode, Rachel is joined by Dame Jane Dacre, Ex-President of the Royal College of Physicians, Consultant Rheumatologist, Author of the Gender Pay Gap in Medicine Report and President of the MPS  We talk about the gender pay gap, why it has happened and what effect this has on us. Being a professional woman in medicine (and other professions) is easier than it used to be but there’s still a lot of inequality in the system.  We talk about the societal expectations that there are on women and the micro and macro changes that people can make both in their own lives and in the system. Changing the system makes it better for EVERYONE. As doctors and professionals, we’re not necessarily expected or trained to change the system, but we need to look up and operate at a higher level. Jane talks about the need to stand back and think about how we can all do things in a better way.  ‘Isn’t it time you became a full-time skiver rather than a part-time matryr’. This was said to Jane when she was training, and it had a huge effect on her. This prompted her to make changes in her life. We chat about how we can be patronised by all sorts of people (including John Humphries!) and how to respond by calling it out with zero tolerance.  Jane’s top tips are   1. Be assertive without being strident or aggressive 2. Hang on in there – it will all be alright in the end 3. If you don’t make mistakes you don’t learn. 4. Find a non-confrontational way to fix systems that are unhelpful 5. Recognise change happens slowly 6. Encourage women to step up   You can [download our Stop Start Continue Checklist tool](https://www.shapestoolkit.com/stop-start-continue) here https://www.shapestoolkit.com/stop-start-continue  We are sending out a regular email with new resources, tips and useful content especially for doctors and healthcare professionals throughout the COVID-19 crisis. If you’d like to receive this and other resources about thriving at work then [please sign up here](https://shapes-toolkit.mykajabi.com/free-team-wellbeing-toolkit)  You can [watch this podcast episode on YouTube](https://www.youtube.com/playlist?list=PL4ByYnP5ro__Q5r_PxgBXYGUIAuS8TM7N) here  Sign up for the Preparing for Life After VTS for GP Mums: Getting the Balance Webinar here  <https://event.webinarjam.com/register/31/k3r5li2q>  **Podcast links**  [Gender pay gap in medicine interim report](https://www.gov.uk/government/news/new-data-on-gender-pay-gap-in-medicine#:~:text=Today's%20update%20shows%20that%20the,than%20the%20average%20in%20medicine)  Follow Jane on Twitter  @DacreJane  You can [download our Stop Start Continue Checklist tool](https://www.shapestoolkit.com/stop-start-continue) here  You can [download our Thrive Week Planner](https://www.shapestoolkit.com/thrive-planner) here https://www.shapestoolkit.com/thrive-planner  View our recent Shapes Webinars on how to support your teams through the COVID crisis and sign up for the forthcoming webinar here <https://www.shapestoolkit.com/support-your-team-webinar>  24 hour support for NHS staff: Call 0300 131 7000 between 7am and 11pm or text FRONTLINE to 85258 24/7.  [BMA Wellbeing Service](https://www.bma.org.uk/advice/work-life-support/your-wellbeing)  [The NHS Practitioner Health Programme](https://www.practitionerhealth.nhs.uk/)  [Sign up for downloadable CPD reflection forms plus more tools and resources](https://youarenotafrog.com/podcasts/cpd/)  For more episodes of You are not a frog, check out our website <https://youarenotafrog.com/>  [Sign up to our mailing list](https://www.shapestoolkit.com/free-team-wellbeing-toolkit) here for loads of useful resources about thriving at work  You can also join the [Shapes Collective Facebook group](https://www.facebook.com/groups/2212687302308522/) where we chat about the hot topics and regularly post interesting articles  Follow Rachel on twitter [@DrRachelMorris](https://twitter.com/drrachelmorris)  Follow Rachel on [LinkedIn](https://www.linkedin.com/in/dr-rachel-morris/)  Find out more about her online and face to face courses for doctors and healthcare professionals on surviving and thriving at work at <https://www.shapestoolkit.com/healthcare> and for other organisations at <https://www.shapestoolkit.com/organisations> |

|  |
| --- |
| What three key things have you learned from listening to this podcast? |
|  |
| Is there anything you can use from this podcasts that will help you to help others? |
|  |
| What are you going to do now? |
|  |
| How will you know if this has made a difference? |
|  |
| CPD time claimed: |
|  |

For more episodes of You are not a frog, check out our website [www.shapesfordoctors.com/podcasts](http://www.shapesfordoctors.com/podcasts) follow Rachel on twitter @DrRachelMorris and find out more about her online and face to face courses on surviving and thriving at work at [www.shapesfordoctors.co.uk](http://www.shapesfordoctors.co.uk)

Get more reflection forms and useful stuff about thriving at work by signing up to the [Shapes Collective Facebook Page](https://www.facebook.com/groups/2212687302308522/).