Common challenges to good co-production

Good co-production means people being able to give the best of themselves. This will not happen if someone's confidence is low or attendance is inconsistent – it might help to build smaller, regular groups and offer one-to-one options if possible. Most importantly, *ask* what would help.

Emotional impact – Asking people to draw on their lived experience can be emotionally difficult – provide debrief space and ensure support pathways are available.

Power imbalance – This can be between group members: a group facilitator should actively reflect on who is speaking and who is not, and make sure they give space and encouragement to quieter members, and those who take longer to reflect on an issue. The imbalance can also be between workers and women with lived experience. Some women may not want to openly disagree with a worker, or might even assume the worker must be right.

Time pressures – Co-production takes time but prevents costly redesign later. Anticipate this, and build time into the process so that for each meeting there is enough time for people to prepare beforhand, to participate in the meeting, and to process and reflect afterwards.

For more suggestions about how to address these challenges and embed good co-production in your practice, look at the Recommendations section below.