

MENOPAUSE POLICY	
Background	<p>The Menopause Policy is a new policy which has been identified as required to support the council's workforce. This policy aims to raise awareness of the impact of the menopause and ensure that all individuals are treated with dignity and respect, ensuring the health, safety and wellbeing of the workforce is maintained.</p> <p>There is no legislation that directly relates to menopause, however if an employee is put at a disadvantage and treated less favourably because of the impact of menopause symptoms on their capacity to work then this could be regarded as discrimination under the Equality Act 2010. Additionally the Health and Safety at Work Act 1974 and The Management of Health and Safety at Work Regulations 1999 require employers to protect the health, safety and welfare of all employees.</p> <p>Research and benchmarking has been carried out against other Local Authorities, the Chartered Institute of Personnel and Development (CIPD), local partnership organisations such as NHS Grampian and Trades Union organisations.</p>
Findings	<p>The suggested format for the policy includes</p> <ul style="list-style-type: none"> • Introduction – the purpose and rationale for the policy • Scope – in terms of who this is applicable. • Purpose which covers raising awareness, providing clarity and direction, encouraging open discussion and compliance with our equalities responsibilities and obligations. • What is menopause – an overview of menopause and associated symptoms and impact on individual transitioning through this stage in life. • Responsibilities of both employer and employee • Support which covers working environment, reasonable adjustments, flexible working and facilities • Self Help – Guidance and information on how to manage this stage of life • Useful Contacts.- signposting information for professional and specialist help <p>A manager's guide and an e-learning module will be developed to support delivery of the policy along with a communication and awareness raising plan of activity.</p>
Implications	To provide clarity and support to managers and the workforce generally in managing and supporting this stage of an employee's life whilst at work.
Summary	Committee are asked to consider and note the proposed policy.