

ANGUS COUNCIL

POLICY AND RESOURCES COMMITTEE – 8 OCTOBER 2019

PERIODS AND MENOPAUSE POLICY

REPORT BY SHARON FAULKNER, DIRECTOR OF HR, DIGITAL ENABLEMENT, IT & BUSINESS SUPPORT

ABSTRACT

The Minute of Angus Council of 20 June 2019 recorded agreement to approve the motion in relation to the drawing up of a Menopause Policy by the Human Resources team.

This report therefore advises the introduction of a new workplace policy relating to periods and the menopause.

1. RECOMMENDATION

It is recommended that the Committee approves this new policy.

2. ALIGNMENT TO THE ANGUS LOCAL OUTCOMES IMPROVEMENT PLAN/CORPORATE PLAN

This report contributes to the following local outcome(s) contained within the Angus Local Outcomes Improvement Plan and Locality Plans:

- More opportunities for people to achieve success;
- A skilled and adaptable workforce;
- Improved physical, mental and emotional health and wellbeing;
- Tackling inequalities
- Building services around people and communities;
- Working together effectively

Angus Community Planning Partnership has a priority of 'Improving mental health and wellbeing' which links to the development of this policy. As part of the co-production of the action plan for wellbeing there are partnership commitments to supporting period poverty and this menopause policy. Actions will be delivered around awareness raising, support groups and leadership.

3. BACKGROUND

- 3.1 Reference is made to Item 4(i) Menopause Support in the Workplace of the minute of meeting of the Angus Council Committee of 20 June 2019.

4. CURRENT POSITION

- 4.1 The council does not currently have a workplace policy on periods or menopause although any employee requiring advice or support in the workplace could discuss this with their manager and some existing HR policies and procedures may be relevant to support the employee.

5. PROPOSALS

- 5.1 The council is seeking to address a gender inequality by addressing a specific policy gap. Female employees make up a significant proportion of our workforce (76% as at March 2019) and at present, there is currently no formal recognition for those going through the peri-menopause and menopause and the physical, mental and emotional turmoil that they often

experience has a major impact on their daily lives. Menopause is a naturally-occurring gender-specific process, which does not mean it is always an easy transition.

- 5.2 This new policy is available to employees and managers who require advice or support in the workplace due to periods or the menopause.
- 5.3 It is proposed the policy be launched on World Menopause Day on 18 October 2019. Human Resources will organise and host a short lunchtime session for the launch.

6. FINANCIAL IMPLICATIONS

There are no financial implications arising from the recommendations in this report.

7. OTHER IMPLICATIONS

Human Resources Implications

Managers and Human Resources will provide support to employees to whom the Periods and Menopause Policy applies.

Human Rights Implications

There are no Human Rights implications arising from this Report.

Equalities Implications

No equalities issues are expected from this Report and an Equalities Impact Assessment is attached.

8. CONSULTATION

The Chief Executive, Depute Chief Executive and all Service Directors have been consulted on the terms of this report. All unions recognised by the Council have also been consulted.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

SHARON FAULKNER, DIRECTOR OF HR, DIGITAL ENABLEMENT, IT & BUSINESS SUPPORT
AskHR@angus.gov.uk

List of Appendices:

Periods and Menopause Policy
Equality Impact Assessment