

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

New Periods and Menopause Policy

Service

Human Resources

What is the aim of the proposal?

As part of Angus Council's committee meeting held on 20 June 2019, Councillor Bell submitted the following motion:

"This council, having previously agreed to look at policies through a gendered lens, is seeking to address a gender inequality by addressing a specific policy gap. Women employees make up a significant proportion of our workforce and there is currently no formal recognition for those going through the peri-menopause and menopause, the physical, mental and emotional turmoil 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. This council therefore asks our Human Resources team to draw up a Menopause Policy, drawing on best practice that reflects the reality of menopause health-related issues for women and awareness raising for all employees and managers, regardless of gender, and that this is a serious matter for the workplace. By setting this example, we can encourage our planning partners to follow where women in Angus lead".

Is this a new or a review of an existing policy, procedure, function or report?

New

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? No
If yes, go to 1 a. If no, go to 1 b.

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? Yes
If yes, go to 2. If no, go to 1 c.

1 c. Please state why not

N/A

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? Yes
If yes, go to 2 a. If no, go to 2 b.

2 a. **Proceed to Step 1 of the Full Equality Impact Assessment on page 2.**

2 b. Please state why not

N/A

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name: _____

Position: _____ **Date:** _____

FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

This proposal is not a statutory requirement.

Step 2

What data/research is available to assess the likely impact of the proposal?

As at 9 March 2019, the council employed 3,338 women out of 4,415 employees (totalling 75.6% of our workforce).

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age Menopause is part of the ageing process for women. Some women can experience a medical/surgical menopause, which can occur suddenly when ovaries are damaged or removed by specific treatments such as chemotherapy, radiotherapy or surgical hysterectomy.

Disability Menopause can exacerbate pre-existing conditions and there is potentially an increased risk of certain conditions such as heart disease and osteoporosis during post-menopause because of lower levels of certain hormones. These risks are higher for those who have had an early or premature menopause.

Gender No assumptions should be made that these issues only affect women, as people who identify as non-binary, transgender and intersex may also experience symptoms.

Gender Re-assignment No assumptions should be made that these issues only affect women, as people who identify as non-binary, transgender and intersex may also experience symptoms.

Pregnancy/maternity Periods will likely stop when a woman becomes pregnant.

Marriage and civil Partnership

Race Some research has found that there is a variation in the average age at which the menopause takes place between individuals of different ethnic backgrounds. Reporting of the most common and significant symptoms of menopause has also been found to vary among different ethnic groups. It is unclear to what extent these differences are caused by social, economic, language and cultural factors rather than a woman's ethnic origin. People who do not have English as a first language or with diverse cultural backgrounds may have more difficulty in communicating symptoms or difficulties they are experiencing, as many cultures do not have a term to recognise the menopause. This may make it more difficult for them to access medical advice or ask for help or adjustments at work. Racism at work can increase work related stress, which may worsen some menopausal symptoms.

Religion and belief

Sexual orientation

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No

Step 5

Can the proposal be seen to favour one section of the community

Yes No

or deny opportunities to another?

Yes No

If yes, please give details.

As women make up 75.6% of our workforce, this policy advances equality by filling a gender gap.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

Advances equality by filling a gender gap.

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

N/A

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes No

If yes please give details.

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

N/A

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

N/A

Step 11

Make arrangements to monitor and review the impact assessment.

Should case law or legislation come into place regarding periods and menopause, the policy will be reviewed as they occur and periodically in line with the council's programme of policy review every 2-3 years as required.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

Website

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name: Vicky Chapman

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Date: 23/07/2019

For additional information and advice please contact:
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