

PERSONNEL COMMITTEE - TUESDAY, 28 MARCH 2023

Report of the Director Finance, Governance and Contracts

Part A

PC 28 MARCH 2022 ITEM MENOPAUSE GUIDANCE - ADVICE AND SUPPORT FOR EMPLOYEES AND MANAGERS

Purpose of Report

Personnel Committee to agree the proposed amendment to the Menopause Guidance – Advice and Support for Employees.

Recommendation

That Personnel Committee agree the proposed amendment to the Menopause Guidance – Advice and Support for Employees and Manager to reflect the Council's commitment to the Menopause Workplace Pledge.

Reason

To accurately reflect the commitments made by the Council in relation to the menopause and ensure this is clearly set out within the relevant council policy.

Policy Justification and Previous Decisions

The Menopause Guidance - Advice and Support for Employees and Managers and the Menopause Guidance: Summary Document were introduced by the Council in 2019. The proposed amendment to policy has been agreed by the Senior Leadership Team and the Joint Management & Trade Unions Meeting to accurately reflect the Council's commitment to the Menopause Workplace Pledge.

Implementation Timetable including Future Decisions

The decision will come into effect immediately following agreement at Personnel Committee and be published on the Council's intranet.

Report Implications

Financial Implications

There are no financial implications associated with this decision.

Risk Management

There are no specific risks associated with this decision

Equality and Diversity

Demonstrates the Council's commitment to health and wellbeing issues associated with equality and diversity.

Climate Change and Carbon Impact

None identified.

Crime and Disorder

None identified.

Wards Affected

Not applicable.

Publicity Arrangements

Not applicable.

Consultations

Not applicable.

Links to the Corporate Strategy

Caring for the Environment	No
Healthy Communities	No
A Thriving Economy	No
Your Council	Yes

Key Decision: No

Background Papers: The Menopause Guidance - Advice and Support for Employees and Managers - (Page 5 – 6)

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Part B

Background

1. The Menopause Guidance - Advice and Support for Employees and Managers and the Menopause Guidance: Summary Document were introduced by the Council in 2019. The Council also has a workplace Health and Wellbeing group who provide further support relating to the menopause, including staff support and awareness initiatives.
2. The Council's current guidance and summary document is intended to:
 - Create an environment where staff can openly and supportively talk about menopause;
 - Help everyone to gain a greater understanding of what menopause is and the impact this can have on individuals;
 - Inform managers about the potential symptoms of menopause and how they can support women in the workplace;
 - Ensure that women suffering with menopause symptoms feel confident to ask for support and any reasonable adjustments they require, so that they can continue to succeed in the workplace;
 - Assure women that Charnwood Borough Council is a responsible employer, committed to reasonably supporting their needs during the menopause.
3. In addition, it outlines further support, advice and links that are helpful for providing further support for anyone requiring information on menopause.

Menopause Workplace Pledge and Policy Amendment

4. To further support the positive work the Council has undertaken in this area the Council has signed up to the Menopause Workplace Pledge. It is proposed that this is referenced in the Menopause Guidance – Advice and Support for Employees and Managers.

Appendices

Menopause Guidance – Advice and Support for Employees and Managers.