

# SALISBURY CITY COUNCIL

**Subject** : Menopause Policy  
**Committee** : Personnel Committee  
**Date** : 28 March 2022  
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## 1. Report Summary:

1.1. This report introduces a policy covering how Salisbury City Council (SCC) will support staff going through the menopause.

## 2. Background:

- 2.1. At the moment SCC does not have any guidance for managers on how to support staff who are going through the menopause. This may lead to potential claims for direct or indirect discrimination under Equality Act 2010.
- 2.2. A policy will give some guidance for managers on what support should be offered but also demonstrates willingness of organisation to engage in conversations about an area that has previously considered not appropriate at work.
- 2.3. As demonstrated in our HR data reports, SCC has an older workforce so issues around the menopause may affect the Council's workforce more than others.
- 2.4. The Council has conducted menopause awareness training during 2021 and this will be refreshed as appropriate. Other practical measures to support those in the menopause are also in place, for example, accessible sanitary protection in all staff toilets.

## 3. Recommendation:

It is recommended that:

- 3.1. The Personnel Committee to approve Menopause Policy.

## 4. Wards Affected: All

## 5. Background papers: Doc 84709 – Draft Menopause Policy

## 6. Implications:

- 6.1. **Financial:** None
- 6.2. **Legal:** To support compliance with Equality Act 2010
- 6.3. **Personnel:** To give guidance on support available for staff going through menopause and to give confidence to managers on dealing with those conversations
- 6.4. **Environmental Impact:** None
- 6.5. **Equalities Impact Statement:** Applies to all staff going through menopause. Gender neutral language has been used to facilitate accessibility. Recognition that menopause may be covered under disability protected characteristic.