

Committee: **Council**

Date of Meeting: **23rd January, 2025**

Report Subject: **Menstruation/Menopause Policy**

Portfolio Holder: **Councillor Stephen Thomas, Leader of the Council /
Cabinet Member Corporate & Performance**

Report Submitted by: **Andrea Prosser, Head of Organisational Development**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
29/5/24	6/6/24				27/6/24		23/01/25	

1. **Purpose of the Report**
The purpose of this report is to seek endorsement of the Menstruation/ Menopause Policy (appendix 1).
2. **Scope and Background**
 - 2.1 The Council's "Menopause and the Workplace: A Guide for Managers" has been in place since November 2017. The guide is intended to make managers aware of menopause-related issues and how they can affect their employees, either for individuals experiencing this natural stage of life condition or those who are perhaps affected indirectly, for example, managers and colleagues or partners of those experiencing the condition.
 - 2.2 Organisational Development has a systematic approach in place to review and update guides/policies, which includes researching best practice, consulting colleagues and trade unions where appropriate.
 - 2.3 During a review of the "Menopause and the Workplace: A Guide for Managers", Unison made a request, which was agreed, to produce a policy for staff, rather than a guide for managers. The rationale being that staff need to understand what resources are available to them.
 - 2.4 In line with this request, the BSI Standards Publication "Menstruation, menstrual health and menopause in the workplace" was considered and reference to menstruation was included in the attached "Menstruation/ Menopause Policy".

- 2.5 A suggestion to include the "male menopause" (sometimes called the andropause) was considered, however, given the following information from the NHS it has not been included:

"This label is misleading because it suggests the symptoms are the result of a sudden drop in testosterone in middle age, similar to what occurs in the female menopause. This is not true. Although testosterone levels fall as men age, the decline is steady at about 1% a year from around the age of 30 to 40, and this is unlikely to cause any problems in itself."

- 2.6 The attached Policy further adds to the raft of support for the workforce and managing attendance at work.

3. **Options for Recommendation**

3.1

Option 1: That Council endorses the Menstruation/Menopause Policy.

Option 2: That Council provide comment and suggest amendments/additions to the Policy.

4. **Evidence of how this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

The Policy supports the well-being of the workforce.

5. **Implications Against Each Option**

5.1 ***Impact on Budget (short and long term impact)***

N/A

5.2 ***Risk including Mitigating Actions***

N/A

5.3 ***Legal***

N/A

5.4 ***Human Resources***

The Policy will support all Blaenau Gwent employees who are experiencing any menstruation/menopause issues and is in line with the ambitions of the Council's Workforce Strategy.

5.5 ***Health and Safety***

The Council's Health and Safety Officers were consulted when drafting the attached Policy.

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

N/A

6.2 ***Expected outcome for the public***

N/A

- 6.3 ***Involvement (consultation, engagement, participation)***
This Policy has been developed in consultation with colleagues in Organisational Development. Trade Unions have also been consulted and their feedback has been considered when producing the attached Policy.
- 6.4 ***Thinking for the Long term (forward planning)***
N/A
- 6.5 ***Preventative focus***
N/A
- 6.6 ***Collaboration / partnership working***
N/A
- 6.7 ***Integration (across service areas)***
N/A
- 6.8 ***Decarbonisation and Reducing Carbon Emissions***
N/A
- 6.9 ***Integrated Impact Assessment (IIA)***
An Integrated Impact Assessment has been completed and no adverse effects were identified.
7. **Monitoring Arrangements**
- 7.1 The Policy will be reviewed in line with the OD policy review schedule and as required in line with best practice and/or statutory requirements.

Background Documents /Electronic Links

- Appendix 1 – Menstruation/Menopause Policy