

Report to:	NHS Hull CCG Board
Date of Meeting:	27 th November 2020
Title of Report:	Menopause Policy
Presented by:	Clare Linley, Interim Director of Nursing and Quality
Author:	Emma Kirkwood, HR Business Partner

STATUS OF THE REPORT:

To approve	<input type="checkbox"/>	To endorse	<input type="checkbox"/>
To ratify	<input checked="" type="checkbox"/>	To discuss	<input type="checkbox"/>
To consider	<input type="checkbox"/>	For information	<input type="checkbox"/>
To note	<input type="checkbox"/>		

PURPOSE OF REPORT:

The Menopause Policy is a new policy which is submitted to Board for ratification. The attached policy is consistent with the Menopause Policy at both NHS North Lincolnshire CCG and NHS East Riding of Yorkshire CCG.

NHS Hull CCG recognises that perimenopause and menopause (*hereinafter referred to as (menopause)*) has the potential to affect individuals in the workplace which may present issues or challenges. The CCG aims to remove the taboo surrounding it to ensure employees experiencing symptoms are supported at work.

The CCG is committed to ensuring that all employees are treated fairly and with dignity and respect at work and are taking a proactive stance by promoting a wider understanding of menopause to prevent any discriminatory or exclusionary behaviour.

This policy provides guidance to both employees who may be experiencing symptoms as well as guidance for managers to manage any issues relating to this.

RECOMMENDATIONS:

a Note the content and ratify the policy

IMPLICATIONS: <i>(summary of key implications, including risks, associated with the paper),</i>	
Finance	None
HR	This policy provides guidance to both employees who may be experiencing symptoms as well as guidance for managers to manage any issues relating to this.
Quality	Reasonable adjustments made under the policy would be to support the effectiveness of people to undertake their role and therefore impact on the quality of the service provided by CCG employees.
Safety	Reasonable adjustments made under the policy would be to support the effectiveness of people to undertake their role and therefore impact on the safety of the service provided by CCG employees.

ENGAGEMENT:

This policy has been to SLT for approval and has been emailed round to all staff for consultation. The policy has then been to policy sub group which is a working group with TU colleagues following this it has been approved at the Social Partnership Forum which is also a meeting with TU colleagues.

LEGAL ISSUES:

EQUALITY AND DIVERSITY ISSUES: *(summary of impact, if any, of CCG's duty to promote equality and diversity based on Equality Impact Analysis (EIA). All reports relating to new services, changes to existing services or CCG strategies / policies must have a valid EIA and will not be received by the Committee if this is not appended to the report)*

	Tick relevant box
An Equality Impact Analysis/Assessment is not required for this report.	
An Equality Impact Analysis/Assessment has been completed and approved by the lead Director for Equality and Diversity. As a result of performing the analysis/assessment there are no actions arising from the analysis/assessment.	X
An Equality Impact Analysis/Assessment has been completed and there are actions arising from the analysis/assessment and these are included in section xx in the enclosed report.	