



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **Personnel Committee**

**2<sup>nd</sup> December 2019**

### **Report of the Head of Human Resources**

#### **Matter for Information**

#### **The Menopause Project**

##### **Purpose of the Report**

The purpose of this report is to provide information to Members on the Menopause Project being run jointly by the HR Team and the Trade Unions.

##### **Background**

71% of the Council's employees are female and of this 71%, the highest percentage - 29% (1203 employees) are in the 45 – 54 age bracket. This data has informed us that there is a need to provide support for women in this age group who are going through the menopause and peri-menopause.

According to a Government Report on Menopause, menopausal women are the fastest growing workforce demographic a view which is supported by the Office of National Statistics

- The average age for a woman to go through menopause is 51. It can be earlier than this, naturally or due to surgery, or illness

and symptoms may start years before menopause, during the perimenopause phase.

- According to the Faculty of Occupational Medicine, nearly 8 out of 10 of menopausal women are in work.

These statistics are a clear reason for supporting women going through the menopause in the workplace.

### **The Menopause Project**

The Menopause project aims to create an environment to talk about menopause openly and without embarrassment. It is a natural phase in every woman's life that needs to be normalised. As such, we have put in place training and information so all employees have a clear understanding of the menopause.

Research has shown that 75-80% of women experience menopausal symptoms and out of these, 25% experience severe symptoms. By providing support to keep women in work, this can reduce the need for them to be absent due to sickness. The changes can be simple and low cost, eg providing a desk fan or a change of uniform to help manage symptoms.

In order to achieve this, the first part of the project was to develop a Menopause Briefing Note for Managers and Supervisors, provide advice on what can be done to support women in the workplace.

Following this, Menopause Briefing Sessions for managers and employees were run jointly with the trade unions at the three civic buildings, including a male only briefing session. Following this the Briefing Note was made available on the HR Intranet, together with other useful documents from the Wales TUC and the NHS.

At these briefing sessions, the women who attended felt that it was positive to talk to other women going through the menopause. This feedback was taken on board and a Menopause Drop-In Session was arranged at the Quays on 14<sup>th</sup> November 2019, as a pilot. This session involved a short talk from an Occupational Health Nurse around wellbeing during the menopause, including strategies for dealing with symptoms. The rest of the session was an opportunity for the women who attended to talk to each other about their symptoms and what works for them.



It is planned to run two more Menopause Drop In sessions in the New Year, one in Neath Civic Centre and one in Port Talbot Civic Centre. During these sessions, we will take the views of the women attending to see what further support the authority can provide.

## **Financial Impacts**

There are no financial implications to the Menopause Project as all the actions are being delivered using existing resources.

## **Integrated Impact Assessment:**

There is no requirement to undertake an Integrated Impact Assessment as this report is for information purposes.

## **Valleys Communities Impacts:**

No implications.

## **Workforce Impacts**

Many women continue working through their menopause and for many years beyond. We believe supporting them through the menopause transition should be considered as a positive impact on the workforce.

## **Legal Impacts**

No implications.

## **Risk Management Impacts:**

No implications.

## **Consultation:**

There is no requirement for external consultation on this item'

## **Recommendations**

It is RECOMMENDED that this report be NOTED.

**FOR INFORMATION.**

## **Appendices**

None.

**List of Background Papers**

None

**Officer Contact**

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