

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

22ND MAY 2023

REPORT OF THE HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES

Matter for information

Wards Affected: All wards

Menopause in the Workplace – Action Plan

Purpose of Report

The purpose of this report is to update Members in relation to progress made on the Action Plan developed as part of the Council's Future of Work Delivery Plan to raise awareness of the menopause in the workplace.

Executive Summary:

This report provides Members with an update in the relation to the actions which have been undertaken since October 2022 to support the Council's commitment to the raising awareness of the menopause in the workplace.

Menopause in the Workplace – Action Plan

The Menopause in the Workplace Action Plan aims to break down the stigma surrounding the menopause at work as well as ensuring an inclusive working environment for employees. The Action Plan provides support to both those experiencing the peri-menopause, menopause and those who are required to provide support to those experiencing the menopause.

Project Team

A project team has been established consisting of employees from the Future of Work Team, the Council's communications team and 'green book' trade unions.

Action Plan

The action plan draws on the internal resources we already have in place as well as resources that will be sourced externally for training purposes, which will be instrumental in disseminating messages and information about the menopause across the Council.

A copy of the Action Plan is provided in Appendix 1. However, provided below are some of the key actions that have been delivered to date:-

- Focus groups were carried out with 16 female employees in attendance during November 2022 with a view to create a menopause support network for those experiencing the menopause and to further understand how we can better support them at work.
- Training for employees on general menopause awareness, menopause awareness for men and menopause awareness for leaders and managers was delivered during February and March 2023 by external provider, The Menopause Team, with 54 employees in attendance from across the Council.
- A new Yammer channel, titled Menopause Matters, was launched in October 2022 where the project team post resources, guidance and updates on the menopause on a weekly basis. This channel currently has 92 members and engagement has remained high since its launch with exceptional feedback from members.
- Communications across the council were issued every week during October 2022 for menopause awareness month including posters demonstrating the symptoms throughout all NPT buildings, the focus groups mentioned above and the launch of the new Yammer channel, Menopause Matters.
- An awareness event was held in February 2022 with guest speaker Carolyn Harris, Co-Chair of the Government's Cross-Party Menopause Working Group. 41 employees were in attendance and the feedback from attendees was overwhelmingly positive.

The Project Group will continue to deliver the Action Plan going forward.

Financial Impacts:

The financial implications in relation to this work are in relation to funding training courses and awareness raising sessions. These are modest amounts as the most cost effective provider is sourced. This is funded from the Council's corporate training budget, when necessary.

Integrated impact assessment:

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

Valleys Communities Impacts:

No implications

Workforce Impacts:

The intention behind the action plan is to have a positive impact on the workforce by reducing the stigma around the menopause and discrimination faced by people experiencing menopausal symptoms within the workplace.

Legal Impacts:

No implications.

Risk Management Impacts:

Implementation of this proposal is to support the Council's Strategic Equality Plan commitment.

Consultation:

There is no requirement under the Constitution for external consultation on this item.

Recommendations:

It is recommended that Members note the update in relation to Menopause in the Workplace Action Plan and receive a further update in six months.

FOR INFORMATION

Appendices:

Appendix 1 – Menopause in the Workplace Action Plan

Officer contact

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