

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

25TH SEPTEMBER 2023

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

Matter for Decision

Wards Affected: All wards.

Menopause Workplace Pledge

1. Purpose of Report:

The purpose of this report is to seek Member approval to sign the Menopause Workplace Pledge. This is an initiative which demonstrates an organisation's support and commitment to supporting those affected by the menopause in the workplace.

2. Executive Summary:

By signing the Menopause Workplace Pledge, we will be demonstrating our commitment to supporting our employees who are peri-menopausal, menopausal as well as those who are providing support to individuals going through the perimenopause and menopause. It will enhance our reputation as an 'Employer of Choice' which in turn will aid recruitment and retention. It will strengthen our work on raising awareness of the menopause in the workplace as outlined within our Menopause Awareness in the Workplace Action Plan.

3. Background

Menopausal women are the fastest growing demographic in the workforce (data taken from the Government Report on Menopause) and according to the Faculty of Occupational Medicine almost eight out of ten menopausal women are in work. It is especially important to consider within the Council, as our workforce is 70% female and out of these, 1301 women (nearly 30%)

are within the age range of 45 – 54. It is imperative for us as an employer to recognise how we can support our colleagues during this period of their lives.

Wellbeing of Women is the organisation that governs the Menopause Workplace Pledge. This organisation states that many menopausal women either leave their jobs, reduce their hours, or pass up promotions due to symptoms associated with the menopause.

4. Menopause Workplace Pledge

By Neath Port Talbot Council signing the pledge we are committing to making our organisation a supportive and understanding place for employees either going through the menopause, or those who are affected by it. Further research by Wellbeing of Women shows that if people affected by menopause feel supported at work it can help to increase staff retention, reduce recruitment costs, improve productivity, happiness, and wellbeing, and ensure a more diverse workforce.

In signing the pledge Neath Port Talbot Council commits to:

- Recognising that the menopause can be an issue in the workplace and that our employees need support.
- Talking openly, positively, and respectfully about the menopause
- Actively supporting and informing our employees affected by the menopause.

5. Financial Impacts:

There are no financial impacts associated with this report.

6. Integrated impact assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on biodiversity or the Welsh Language”.

7. Valleys Communities Impacts:

No Impacts.

8. Workforce Impacts:

Signing the Menopause Workplace Pledge will have a positive impact on our employees across our workforce who are either affected by the menopause or are supporting someone affected and will support recruitment and retention across the Council.

9. Legal Impacts:

No impact.

10. Risk Management Impacts:

No impact.

11. Crime and Disorder Impacts

No impact.

12. Counter Terrorism Impacts

No impact.

13. Consultation:

There is no requirement under the Constitution for external consultation on this item. The National Education Union requested that the Council consider signing the Pledge at Staff Council and in addition to this, the 'Green Book' Trade Unions, at the Local Government Services Forum were fully supportive of signing the Menopause Workplace Pledge.

14. Recommendations:

It is **RECOMMENDED** that Members **APPROVE** signing the Menopause Workplace Pledge.

15. Officer Contact

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