

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary: Menopause Workplace Pledge</b>
<b>Service Area:</b> All employees covered by the JNC for Local Government Services
<b>Directorate:</b> All

### 2. Does the initiative affect:

	Yes	No
Service users		X
Staff	X	
Wider community		X
Internal administrative process only	X	

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	X					This initiative will have a positive impact on women of menopausal age by providing them with support that ensures they are still able to confidently carry out their job role and take care of their personal wellbeing.
Disability		X				
Gender Reassignment		X				
Marriage/Civil Partnership		X				
Pregnancy/Maternity		X				

Race		X				
Religion/Belief		X				
Sex	X					This initiative will have a positive impact on female employees by providing them with support in the workplace should they be affected by symptoms of the menopause.
Sexual orientation		X				

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		X				
Treating the Welsh language no less favourably than English		X				

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		X				

To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people		x	This initiative will ensure that employees affected by the menopause are supported in the workplace. It will make it easier for us as a Council to support them in their role.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives		x	This initiative impacts positively on wellbeing objective 4.
<b>Involvement</b> - how people have been involved in developing the initiative	x		Supporting and raising awareness of the menopause was an action included within our Strategic Workforce Delivery Plan in which all stakeholders were consulted.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions		x	We have spoken to external organisations such as The Menopause Team to develop this initiative to benefit the employees of the Council.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse		x	N/A – internal policy

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	X
Reasons for this conclusion	
A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

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	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	<b>Robyn Mort</b>	<b>HR Policy &amp; Practice Development Officer</b>	<i>R. Mort</i>	<b>13/07/2023</b>
Signed off by	Sheenagh Rees	Head of People & Organisational Development	Sheenagh Rees	13 <sup>th</sup> September 2023