

Equality Impact Assessment Template: Please complete alongside the guidance document

Title of work: Menopause Guidance	Date of completion: 16 August 2024	Completed by: Brigitte Johnstone
Description of work: The document provides guidance on the Management of individuals experiencing symptoms of the Menopause within the Workplace. It complements the NHS Scotland Interim Menstrual Health and Menopause Policy which was published on 31 October 2023, and replaced the NHS Highland Menopause Policy.		
Outcome of work: Employees may experience the menopause as impacting on their daily lives and this can have a negative impact on their performance and attendance at work. Some symptoms may last for several years and can be very severe and both physically and emotionally distressing. The guidance document is to provide additional support for manager and their employees regarding the menopause and how to manage individuals who are experiencing symptoms. .		
Who: The guidance is to support all staff. It is recognised that although menopause affects women, support and flexibility in relation to menopause may also impact some transgender and non-binary people.		
How do you know: The guidance was developed and reviewed in partnership with input from unions and professional organisations. The final national policy is expected to be published in Autumn 2025, at which point the document will be reviewed, if not before.		

What will the impact of this work be? (see appendix 1 for list of protected characteristics and other groups that you may wish to identify)

Awareness of the guidance is raised through internal communication and through the People Partners who inform the SLTs. Enquiries through the People Services mailbox signpost to the guidance. The guidance document is available on the intranet.

Given all of the above what actions, if any, do you plan to take?

Regular monitoring in light of feedback.

Approved by:

Area Partnership Forum