

Surrey Heath Borough Council
Employment Committee
13 July 2023

Menopause Policy

Head of Service Sally Kipping – Head of HR, Performance & Communications
Report Author: Julie Simmonds – HR Manager,
Bobbie Ludlow, Snr HR Advisor
Key Decision: no
Wards Affected: n/a

Summary and purpose

This report provides the Employment Committee with details of a new Menopause Policy which the Council would like to introduce to staff to bring awareness and support to its staff. The draft Policy was reviewed by the Joint Staff Consultative Group at its meeting on 15 June 2023.

Recommendation

The Committee is advised to RESOLVE that Menopause Policy, as attached at Annex A to this report, be adopted.

1. Background and Supporting Information

1.1 This policy will continue to evolve as the Council reviews and monitors how it is accepted within SHBC and also any legislation which may come into place.

2. Reasons for Recommendation

2.1 To ensure that all SHBC staff are aware of this policy and its contents to enable recognition and support to staff who may be affected.

3. Proposal and Alternative Options

3.1 It is proposed that this policy is adopted, with or without any further amendments considered appropriate. It should be noted that if material changes are requested, the policy may need to be referred back to the Joint Staff Consultative Group for further consideration.

4. Contribution to the Council's Five Year Strategy

4.1 No matters arising.

5. Resource Implications

5.1 No increase of resources required.

6. Section 151 Officer Comments:

6.1 This Policy was taken to CMT for review and comment in May 2023 and any comments from the S151 Officer have been incorporated.

7. Legal and Governance Issues

7.1 No matters arising.

8. Monitoring Officer Comments:

8.1 This Policy was taken to CMT for review and comment in May 2023 and any comments from the Monitoring Officer have been incorporated.

9. Other Considerations and Impacts

Environment and Climate Change

9.1 Supports the Council's pledge.

Equalities and Human Rights

9.2 Equalities Impact Assessment will be completed.

Risk Management

9.3 n/a

Community Engagement

9.4 Not applicable.

Annexes

Annex A – Menopause Policy