



PS 199 Menopause Policy

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SECTION 1 VERSION CONTROL

Version No.	Date	Post Holder/Author	Post	Reason for Issue
1.0	December 2016	Keeley Mansell		New Policy

SECTION 2 BACKGROUND

Nottinghamshire Police is committed ensuring that all individuals are treated fairly and with dignity and respect in their working environment.

Nottinghamshire police is also committed to improving the well-being of its people. As an employer Nottinghamshire Police has a duty to manage age related issues effectively.

In this regard, Nottinghamshire Police will provide appropriate support to women who are experiencing the menopause.

It is important that Nottinghamshire Police understands the difficulties and anxieties of police officers and staff currently going through this change and that we manage this issue by raising awareness, training and development for all leaders and colleagues.

SECTION 3 AIMS / OBJECTIVES

The aim of the policy and supporting guidance is to make managers aware of menopause related issues and how they can affect their staff.

The aim is to create an environment where women feel confident enough to raise issues about their symptoms and ask for adjustments at work.

We will take a pro-active stance by promoting a greater understanding of the menopause and seeking to eradicate any exclusionary or discriminatory practices.

The policy and supporting guidance will provide direction and clarity on how we may deal with menopause related issues, either for individuals experiencing this natural stage of life condition or those who are perhaps affected indirectly, for example, line managers, partners (including same sex partners) and colleagues.

SECTION 4 DETAILS

4.1. Scope

The policy applies to police officers, police staff, special constables and volunteers working for Nottinghamshire Police.

4.2. Key principles

- Appropriate information/support will be provided to all police officers and police staff with regards to the menopause
- Work conditions will be reviewed to take account of the difficulties that some women experience during the menopause
- Reasonable adjustments will be considered where necessary
- Increase awareness ensuring that women and men feel supported and comfortable in discussing the menopause in the workplace
- Highlight awareness, training and development for police officers, police staff, police volunteers and management.
- Risk assessments are carried out for every duty/role expected of a police officer or police staff member during the menopause.

4.3 Definitions

Menopause:

The menopause is when a woman stops having periods and is no longer able to get pregnant.

Peri-menopause:

Is the period that leads to the menopause when many women may experience symptoms.

The menopause is a natural part of ageing that usually occurs between 45 and 55 years of age, as a woman's oestrogen levels decline. In the UK, the average age for a woman to reach the menopause is 51.

Around 1 in 100 women experience the menopause before 40 years of age. This is known as premature menopause or premature ovarian insufficiency.

4.4 Symptoms

Most women will experience menopausal symptoms. Some of these can be quite severe and have a significant impact on their everyday activities including work life.

Common symptoms include:

- hot flushes
- Palpitations
- headaches
- night sweats
- difficulty sleeping
- Skin irritation
- vaginal dryness
- low mood or anxiety
- Depression
- reduced sex drive (libido)
- problems with memory and concentration

Menopausal symptoms can begin months or even years before a woman's periods stop and last around four years after the last period, although some women experience them for much longer and can need medication to alleviate the symptoms.

4.5 How does the menopause impact on women at work?

The effects on a woman's physical and emotional health can significantly impact on how she does her work and her relationships with colleagues.

Nottinghamshire Police recognises it's responsibility to take into account difficulties women may experience during the menopause and to provide support and advice in this regard.

For further information, please read PG 050 Menopause Guide

SECTION 5 LEGISLATIVE COMPLIANCE

This policy complies with police regulations and current employment legislation:-

Section 2 of the Health and Safety Work Act 1974 requires employers to ensure 'the health and safety and welfare at work' of all employees

The Workplace (Health, Safety and Welfare) Regulations 1992 place an overriding duty on employers to make workplaces suitable for the individuals who work in them

The Management of Health and Safety at Work Regulations 1999 require the employer to undertake a suitable and sufficient assessment of risks and take action to prevent exposure to risks

The public sector equality duty places a legal obligation on all public bodies to promote gender equality and eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.