

## Making Changes -

**Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?**

<b><i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i></b>	<b><i>What do you intend to do in future to address the equality issues you identified?</i></b>
<p><b>Gender</b>            Whilst menopause occurs in women, it was important to highlight how it can affect different genders both directly and indirectly. This policy and supporting guidance are intended to provide clarity and direction on how NIBTS should deal with menopause related issues, for all individuals irrespective of their perceived gender who are experiencing difficulties associated with the menopause.</p> <p><b>Age</b>            Although menopause is part of the natural ageing process, medical conditions or surgical intervention can bring on menopause irrespective of age. This policy and supporting guidance highlights how variance exists in age and will raise wider awareness and understanding of menopause. In many cases it is an individual experience, not comparable with colleagues of the same age or stage of menopause.</p> <p><b>Disability</b>            Menopause of itself is not a disability, however, depending on the severity and longevity of menopause related symptoms experienced by the individual it may be classified as such. Davies - v - Scottish Courts &amp; Tribunal Service in May 2018, an employee's menopausal symptoms were deemed to be a disability for the purposes of the Disability Discrimination Act 1995. Therefore, when dealing with employees who have menopausal symptoms, NIBTS will be mindful of the need to consider if an employee is disabled as a result of those symptoms and if it is concluded that they are</p>	<p>This policy shall be reviewed:</p> <ul style="list-style-type: none"> <li>• Every 2 years or;</li> <li>• following receipt of new information;</li> <li>• upon implementation of new agreements which may affect the procedure</li> <li>• Regular communication to staff on awareness/education on menopause</li> <li>• Consultation with appropriate groups from the voluntary sector via Employment Equality Network Group</li> <li>• Ensure appropriate language is used and update where necessary</li> <li>• Provide awareness sessions on Menopause on a regular basis</li> </ul>

- reasonable adjustment(s) will be considered in line with relevant policies and related legislative provisions such as the DDA 1995. Case law has also recognised the importance of putting in place 'timely' reasonable adjustments for staff with a disability.

**Marital Status/Ethnicity/Sexual Orientation**

Menopause Assessment and Action Plan: Guidance for managers and employees included in appendices to support the policy outlining how the menopause can have an effect on marital status, and how the menopause can affect people differently depending on their ethnicity and sexual orientation. This policy covers the impact of the menopause on employees working within HSC organisations recognising that severe menopausal symptoms can adversely affect health and wellbeing, work performance, absenteeism, presenteeism, staff retention and/or health and safety at work. The policy sets out the key principles to which NIBTS should adhere to, to ensure that individuals affected by the menopause or perimenopause are treated fairly and given the appropriate support and any reasonable adjustments if applicable.