

SUMMARY SHEET SUMMARY OF IMPACT ASSESSMENT (IA)

Policy Menopause PolicyDate of process November 2023Lead service People and TransformationContact person for process Maria Cleary –HR Officer

Names of those involved in process

Kirsty Shennan	People and Transformation HR Business Partner
Maria Cleary	People and Transformation HR Officer
Islay Herrick	People and Transformation Pensions Team Leader
Anna Tuite	People and Transformation Workforce Engagement Manager
Louise Little	People and Transformation HR Assistant
Stuart Fair	People and Transformation Health and Safety Support Officer

Summary of IA

The Council is required to publish the findings and results of all IAs conducted. The publication should include a summary of the following:

<p>Research and data (section 3) What was used to assess the impact of the policy and a summary of the findings? Who was involved and consulted during the assessment stage? What were the findings from the consultation and how was this information used to develop the policy?</p>	<ul style="list-style-type: none"> - Joint Trade Unions; - Menopause Support Staff Network group; - Several members of Human Resources staff team;
<p>Impact Assessment (section 4) From the summary table at number 25 list the impacts.</p>	<p>Positive Impact(s) – 6 (Age, Disability, Sex, Gender reassignment and Transgender, Health & Wellbeing & Health Inequalities and Economic & Social Sustainability) No Impact(s) – 7 (Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sexual orientation, Human Rights and Environmental Sustainability, Climate Change and Energy Management) Negative Impact(s) – 0</p>

Monitoring and review (section 5)

How is the policy to be monitored -
how often and by whom?

This will be reviewed on a cycle.

Summary of actions arising from the Impact Assessment

Transfer details from table at number 26

Actions	Responsibility	Timescale
N/A		