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| **INITIAL EQUALITY SCREENING FORM** |
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| DIVISION**:** | HR | **TEAM:** | CR |
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| **Name of Policy/Decision/Practice to be Equality Screened** |
| Menopause Policy |
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| **Is it New or Revised?** | New |
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| **Who Does the Policy Effect, e.g Service Users/Staff:** | Staff |
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| **Question 1** – Define the aim of the Programme or . What is it trying to achieve? (Intended aims/outcomes) |
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| Invest NI is committed to providing an inclusive and supportive working environment for everyone. The menopause is a natural part of a woman’s life and it is not always an easy transition. For some women, this can be a long process and can have a long-term impact on their physical and mental health. Providing the right support can help ease the transition. Whilst not every woman experiences symptoms, providing a Menopause Policy will support those who do experience symptoms and will help improve their experience at work. The policy will also inform all staff and managers about the implications for women who may be adversely affected by the Menopause transition. |
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| **Question 2** – Does the Programme or have the potential to have an impact on the promotion of equality impact for any of the Section 75 groupings? (See Question 4 for list of equality groups.) | Yes |
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| If no go to Question 6 – Good Relations. | If yes please continue. |
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| **Consideration of Available Date/Research** |
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| **Question 3** – What  is there available – statistics or perception – to help you decide who the Programme or might affect the most? i.e. What evidence, qualitative or quantitative, have you gathered to inform your decision making process? |
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| **Paul Oakes from the Equality Commission for NI stated in an article in October 2018** that “Issues arising from the menopause can sometimes have an effect on women’s ability to do their job effectively – and employers’ reaction to this can cause problems. A UK Government report from July 2017 made the point that women should not be made feel that the subject is taboo. They should feel able to talk to their employers about menopausal symptoms and how these might impact on their work. Just as any employee should feel able, without embarrassment or censure, to talk openly about any health issue affecting them.” Evidence from the most recent studies have shown that women over the age of 50 are the fastest growing segment of the workforce, and most will go through the menopause transition during their working lives. 6 in 10 women experiencing menopausal symptoms say it has a negative impact on their work. With the right support, there’s no need for women to press pause on their career during this natural transition. But many women will continue to suffer in silence unless we break the taboo and start talking openly about the menopause at work. Some women go through the menopause with little impact on their daily life. But others experience symptoms that can last for several years and have a negative impact on their performance and attendance at work. For some, the symptoms are so severe that women are forced to leave their job altogether. Currently in Invest NI, of our 369 females, 271 are aged 41 and above, which is 73% of the female workforce (160 are 41-50, 96 are 51-60 and 15 are 61-70). Indeed as a proportion of the whole workforce, females aged 41 and above make up 41%.Therefore at Invest NI we’re committed to raising awareness of what the menopause is, and creating an environment where staff feel free to openly talk about the menopause, without embarrassment. Over the last 18 months we provided highly informative Menopause Workshops which encouraged colleagues to learn more and get a better understanding of this natural part of a woman’s life. In order to move this a step forward we have now drawn up this Menopause policy to ensure that the mechanisms and systems are in place to give full support to you if you are experiencing menopausal symptoms at work.  |

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| **Assessment of Impact** |
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| **Question 4** – Explain if what you plan to do is likely to be perceived as having a high, medium or low impact upon the 9 Equality groupings according to their needs. Also if what you are planning to do is likely to be perceived as having a positive or negative effect upon the 3 different groups in relation to the promotion of good relations. |
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| **9 Equality Groups** | **Perceived Impact****High – (H)****Medium - (M)****Low – (L)** | **Why this rating?** | **Promotion of Good Relations****(Yes/No)** | **Why this rating?** |
| Religious Belief |       |       | No |       |
| Racial/Ethnic Group |       |       | No |       |
| Political Opinion |       |       | No |       |
| Age |       |       | - |       |
| Gender | High  | Positive impact for women | - |       |
| Marital Status |       |       | - |       |
| Sexual Orientation |       |       | - |       |
| Disability |       |       | - |       |
| Dependants |       |       | - |       |
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| **Opportunities to better promote Equality of Opportunity** |
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| **Question 5** – Are there steps which could be taken to reduce any adverse impact upon the Section 75 groups as identified in Question 4? |
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| This policy aims to positively impact on the experience of menopausal women in the workplace |
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| **Good Relations** |
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| **Question 6** – Is there an opportunity in what you are trying to do to better promote Good Relations between the groups relating to Religious Belief or Racial/Ethnic Group or Political Opinion? |
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| NA |

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| **Consultation** |
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| **Question 7** – Tell us about who have talked to about your proposals internally or externally to help you decide if the needs further or no further equality investigation. |
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| Over the last 18-24 months we have talked extensively with the Equality Commission and worked with organisations including the Business In the Community to provide Menopause Awareness workshops to staff. Staff feedback has been very positive and the Equality Commission has been highly supportive of the drafting of a menopause policy to ensure that the support mechanisms are in place for women undergoing this transition.  |
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| **Question 8** – In light of the above should the be |
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| [ ]  | Screened Out – No Equality Issues – Please provide rationale for this decision. |
| The policy should be screened out as it does not incur any equality issues and is in fact a positive step in terms of meeting the needs of women in the workplace. |
| [ ]  | Screened Out with some adjustments. – What adjustments have you made? |
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| [ ]  | Screened In for a deeper level of analysis of what is being considered or intended to be undertaken. (EQIA) – Please provide rationale for this decision. |
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| Signed: | Joanne Stewart | Date: | 28/03/22 |
|  | Policy /Programme Owner |  |  |
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| Approved | Pamela Marron | Date: | 28/03/22 |
|  | Equality Manager |  |  |
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| Modifications made. | Date: |       |
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| Date: |       |
| Approved by Equality Manager |  |  |