

Integrated Impact Assessment (IIA)

Part 1 Scoping

1 Details of the Proposal

Title of Proposal:	Menopause Guidance
What is it?	A new Policy/Strategy/Practice <input checked="" type="checkbox"/> A revised Policy/Strategy/Practice <input type="checkbox"/>
Description of the proposal:	<p>The menopause is part of the natural ageing process for women. Commonly known as ‘the change’, it refers to the point in time when a woman stops having periods, indicating that a woman has reached the end of her reproductive life. The menopause usually occurs between the ages of 45 and 55. In the UK, the average age is 51, but it can happen much earlier with many women experiencing menopausal symptoms before they are 40.</p> <p>This is SBC’s first guidance in respect of menopause. The aim of the guidance is to support women experiencing menopause related symptoms at work. The guidance defines the various menopausal symptoms, which may require reasonable adjustments. Responsibilities are identified along with practices that support confidential conversations.</p> <p>This Integrated Impact Assessment considers the new guidance for relevance to the General Equality and Fairer Scotland Duties.</p>

Service Area: Department:	Human Resources
Lead Officer:	Dee Maclean HR Business Partner
Other Officers/Partners involved:	Simone Doyle HR Equality & Diversity Officer Hayley Megson, HR Specialist Michael Rogerson HR Graduate Trainee
Date(s) IIA completed:	13 th October 2021

2 Will there be any cumulative impacts as a result of the relationship between this proposal and other policies?

Yes
<p>If yes, - please state here:</p> <ul style="list-style-type: none"> • Attendance Management • Dignity and Respect • Disability – including Reasonable Adjustments • Discipline • Flexible Working • Line Managers Guidance (conversations) • Managing Work performance • Mentally Healthy Workplace & Stress Management Policy

3 Legislative Requirements

3.1 Relevance to the Equality Duty:	
Do you believe your proposal has any relevance under the Equality Act 2010?	
Equality Duty	Reasoning:

Elimination of discrimination (both direct & indirect), victimisation and harassment.	Raising awareness of the guidance serves to meet the equality duty of eliminating discrimination and promoting good relations.
Foster good relations?	
Promotion of equality of opportunity?	The guidance should allow promotion of equality of opportunity as it sets out a clear procedure that is applicable to all regardless of the protected characteristic identified with.

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)				
Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.				
	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	

<p>Protected Characteristics:</p> <p>Age (Older or younger people or a specific age grouping)</p> <p>Gender Reassignment Trans/Transgender Identity anybody whose gender identity or gender expression is different to the sex assigned to them at birth</p> <p>Sexual Orientation, e.g. Lesbian, Gay, Bisexual, Heterosexual</p> <p>Sex women and men (girls and boys)</p> <p>Carers paid and unpaid including family members</p>		<p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>SBC has a high percentage (60.1%) of women aged 45 and above.</p> <p>Typically the menopause can often come at a time of life when women are already experiencing other issues or difficulties, such as the onset of age related health conditions, increasing caring responsibilities for elderly or sick parents and relatives as well as children or grandchildren. Women still tend to have a larger share of caring responsibilities and these can be an added source of stress during the time of the menopause. For older women who do not have children, the fact that the menopause signals the end of a woman's reproductive life can give rise to additional emotional issues. It may be a particularly difficult time for women who wished to have a baby but were unable to conceive or for those who have suffered miscarriages or still birth.</p> <p>Many younger women will experience a premature menopause (around 1 in every 100 women will have the menopause before the age of 40). In real terms this equates to 39.09% of SBC women employees. . In many cases there is no clear cause and this may well too impact on emotions. Many younger women also experience a surgical or medical menopause, due to treatments for conditions such as cancer. As well as the symptoms of the menopause, these women may have a range of related difficulties to deal with at the same time–</p> <p>SBC recognises that partners can be indirectly affected by the menopause – for example if a women is experiencing insomnia and night sweats their partner may also experience disrupted sleep and fatigue. If a woman experiences significant physical or psychological symptoms (such as depression) their partner may be</p>
--	--	-------------------------------------	--

				<p>concerned for her wellbeing and feel increased levels of stress. In some cases people can experience relationship problems or difficulties at home at this time. Ultimately, these issues may affect women, and their partners in the workplace.</p> <p>A recent TUC report informs that for many trans people they too are likely to experience at least some menopausal symptoms. How a trans person experiences symptoms in later life may vary depending on the age at which they transitioned and when in time that was (as treatments have changed and developed over time).</p> <p>SBC's guidance offers support for all women and their partners who will experience menopausal symptoms or consequent effects. The guidance is particularly strengthened by the "Supporting Attendance" section the key message of which is that all employees will receive support for symptoms they are experiencing at the earliest possible stage.</p>
Disability e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		<p>While it is not considered that the menopause is a disability, menopausal symptoms can constitute a disability in terms of the Equality Act whereby the symptoms have a long-term and substantial adverse effect on normal day-to-day-activities. The guidance provides a section on menopause symptoms and reasonable adjustments. Examples are given of various reasonable adjustments that can be made to help alleviate symptoms that some female employees may experience.</p>
Pregnancy and Maternity (refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work	X			<p>There are no known impacts for these protected characteristics</p>

context, protection against maternity discrimination is for 26 weeks after giving birth),				
Race Groups: including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	X			
People with Religious or other Beliefs: different beliefs, customs (including atheists and those with no aligned belief)	X			

3.3 Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

Is the proposal strategic?

Yes / No (*please delete as applicable*)

Whilst not a strategic proposal the aspects of poverty have been considered in this assessment as indicated below.

If No go to Section 3.4

If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:

	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	

Low and/or No Wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.		X		The provision of support for women going through the menopause will allow them to continue working when that may not have been possible without that support.
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies		X		
Socio-economic Background – social class i.e. parents' education, employment and income	X			
Area Deprivation – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)	X			There are no known impacts for these protected characteristics
Looked after and accommodated children and young people	X			
Homelessness	X			
Addictions and substance use	X			
Those involved within the criminal justice system	X			

4 Full Integrated Impact Assessment Required


Select No if you have answered “No” to all of Sections 3.1 – 3.3.

Yes-/ No (please delete as applicable)

If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.

The guidance is outside the scope of the Equality and Fairer Scotland Duty, as it is internal guidance aimed at raising awareness of the impact of the menopause in the workplace. Additionally the guidance is written clearly, and will be widely publicised and promoted in order to ensure that all staff are aware of the guidance and the support available. It is however important that for the guidance to fully meet its aims there needs to be enough flexibility to support employees at what can be a very difficult time due to a natural aging process.

It is further recommended that the guidance is reviewed at least every two years from the date of publication and that data from uptake of the policy is monitored and evaluated in order to ensure that the policy remains effective and fit for purpose.

Signed by Lead Officer:	Dee MacLean
Designation:	HR Business Partner
Date:	10.11.2021
Counter Signature Director	
Date:	15/11/2021