

**Reference Number:** /507  
**From:** Commercial  
**Date:** 06 February 2024  
**Subject:** Employment of and support for staff experiencing menopause

**Q1** What is the gender breakdown of your employees, at the date this request is received:  
a. Male (including trans men)  
b. Female (including trans women)  
c. Non-binary  
d. Other

**A1** a. 514  
b. 1432  
c. Information not held- this breakdown is not available on Trust's Electronic Staff Record (ESR) system.  
d. Zero

**Q2** Does your Trust have a workplace menopause policy?

**A2** Yes

**Q2a** If yes to Q2, please outline the specific support available for your Trust's employees going through the menopause

**A2a** The Trust provides:  
-Well-being conversations  
-Menopause café  
-Menopause champions  
-Sessions around menopause  
-Managers to consider Occupational Health

**Q3** Does your Trust have a menopause champion?

**A3** Yes

**Q4** Does your Trust offer flexible working for your employees going through Menopause?

**A4** Yes

**Q5** Has your Trust received any employee complaints that mention the menopause?

**A5** No

**Q5a** If yes to Q5, please specify how many employee complaints that mention the menopause you have received

**A5a** Not applicable- as per A5

Q6 How many women (including trans women) and men (including trans men) of the following age ranges worked at your Trust in the following months?

- a. Under 25
- b. 25-34
- c. 35-44
- d. 45-54
- e. 55-64
- f. 65 and over

A6 Information not held- this breakdown is not available on ESR