

PART A - Initial Impact Assessment

Proposal Name: Period Inequality and Menopause Charter

EIA ID: 2556

EIA Author: Louise Nunn

Proposal Outline:

For far too long issues around periods and the menopause have been brushed under the carpet, seen as a taboo subject that shouldn't be spoken about, but women and girls primarily need our support, and we need to act now. These are not just women's or girl's issues, periods and the menopause affect everyone including their family, friends, and work colleagues. While in this Charter we refer to women and girls, we recognise that the experiences and needs of women and girls are different for many reasons such as due to age, race, disability, sexual orientation, religion, or belief etc. Also, some people who do not identify as women also require access to the support and services and will benefit from the Charter. Groups with specific needs and experiences will be considered alongside the differing needs of all women and girls. Our approach to women and girls' health issues is one of life's course, where support is not limited to interventions for a single issue, but instead is wrapped around the needs of an individual girl or woman, which in some cases may be multiple needs.

Proposal Type: Non-Budget

Year Of Proposal: 23/24

Lead Director for proposal: James Henderson (CEX)

Service Area: Policy Democratic and Engagement Service

EIA Start Date:

Lead Equality Objective: Leading the city in celebrating and promoting inclusion

Equality Lead Officer: Louise Nunn

Decision Type

Committees: Policy Committees
• Strategy & Resources

Portfolio

Primary Portfolio: CEX

EIA is cross portfolio: Yes all

EIA is joint with another organisation: No

Overview of Impact

Overview Summary: This will have a positive impact on all characteristics but especially sex age and disability. This report seeks Strategy and Resources Committee's commitment and support by adopting the Period Equity and Menopause Awareness Charter which will be discussed on International Women's Day on the 8 March 2024 at an event in the Town Hall. The charter sets out a number of commitments that the Council will make to improving period equity and menopause awareness, including:

- Having a menopause policy.
- Championing and encouraging discussion and literacy about period equity and the menopause amongst all employees.
- Ensuring the effectiveness of our policies, particularly taking into account the recently published EHRC guidance on menopause in the workplace.
- Providing access to advice and support for women and girls affected and working towards the provision of

access to free period products across the council's worksites. • Supporting other organisations in the city to make similar commitments for their employees and service users (including schools, businesses and voluntary and community sector organisations). • Continuing to work with Government to improve access to information, advice and free products for women and girls in the city.

Impacted characteristics:

- Age
- Sex
- Disability

Consultation and other engagement

Cumulative Impact

Does the proposal have a cumulative impact:

No

Impact areas:

Initial Sign-Off

Full impact assessment required:

No

Review Date:

24/01/2024

Action Plan & Supporting Evidence

Outline of action plan:

Action plan evidence:

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures:

Outline of impact and risks:

Review Date

Review Date:

24/01/2024