



# Menopause Policy

---

<b>Policy Number</b>	334
<b>Policy Owner</b>	Head of HR
<b>Version</b>	1.3
<b>Last Review Date</b>	October 2019
<b>Next Review Date</b>	October 2023
<b>Date of approval</b>	19.11.19
<b>Protective Marking</b>	Official

## 1. Policy statement

---

Both the Chief Constable and Police and Crime Commissioner for Cleveland, wish to support all employees who are either in the menopause, peri menopausal or post-menopausal to maintain or improve their wellbeing during this period of their life. The guidance provides line managers and other managers in the force and OPCC with advice, guidance and it is hoped will reduce the difficulties that people have faced when wishing to discuss this matter.

The guidance note is for all to use and the advice in it can be used in work and home.

The NPCC guidance note and ACAS information on menopause will be reviewed after six months, and the usage and queries raised will assessed to determine next steps for the force to either enhance the guidance available or to create a full policy.

Should anyone request a risk assessment then the process of completing this will be applied fairly, equally and consistently to all individuals irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy

and maternity, race, religion or belief, sex, sexual orientation or any other unjustifiable grounds.

## 2. Compliance and monitoring

---

The Head of HR is responsible for the accuracy and integrity of this document. This policy will be continuously monitored, and updated when appropriate, to ensure full compliance with legislation.

The Head of HR will review this process to ensure that all aspects are being adhered to in accordance with the framework of this policy.

## 3. Version control

---

This policy will be reviewed and updated at least every three years by the owner, and more frequently if necessary.

The Corporate Services Department will ensure this document is available on the Force intranet, including any interim updates.

The following identifies all version changes.

Version	Date	Reason for update	Author
0.1	October 2019	Policy statement to support new guidance note.	██████████
1.0	Nov 2019	Approved and published	██████████
1.1	Feb 2020	Change of owner dept. name	██████████
1.2	July 2021	Review date extended to October 2022 at request of HR	██████████
1.3	Dec 2021	Review date extension to same as updated guidance	██████████ ██████████