

Please fill in the table below										
QUESTIONS	Q.1 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	Q.2 Does your Trust have a workplace menopause policy?	Q.2a If yes to Q2, please outline the specific support available for your Trust's employees going through the menopause.	Q.3 Does your Trust have a 'menopause champion'?	Q.4 Does your Trust offer flexible working for your employees going through menopause?	Q.5 Has your Trust received any employee complaints that mention the menopause?	Q5a. If yes to Q.5, please specify how many employee complaints that mention the menopause you have received.	Q.6 How many women (including trans women) and men (including trans men) of the following age ranges worked at your Trust in the following months?		
								Dec-21	Dec-22	Dec-23
RESPONSE	8323 Staff Employed Overall, of which: Female: 6913 Male: 1410 Due to the nature of the information held within ESR, we are unable to provide a breakdown of staff based on the criterias of "Non-Binary", "Other", or based on their Gender Identity.	Yes	<i>Staff can self refer to Occuapational Health for advice or a management referral can be put in by the manager to identify any recommendations that may be required. Within the policy there is an advice leaflet for both staff and manager and a risk assessment that can be completed to identify any support the staff member may require . A menopuase cafe has been set up and is peer led, this occurs every other month - please see attached documents</i>	No	<i>The Trust operates a Flexibile Working Policy for all employees and those going through the menopause would be included</i>	No	<i>Not Applicable</i>	<b>a. Under 25: 359</b> Female: 309 Male: 49 <b>b. 25-34: 1620</b> Female: 1371 Male: 249 <b>c. 35-44: 1734</b> Female: 1459 Male: 275 <b>d. 45-54: 2109</b> Female: 1744 Male: 365 <b>e. 55-64: 1562</b> Female: 1306 Male: 256 <b>f. 65 and over: 182</b> Female: 150 Male: 32	<b>a. Under 25: 389</b> Female: 330 Male: 59 <b>b. 25-34: 1744</b> Female: 1480 Male: 264 <b>c. 35-44: 1853</b> Female: 1558 Male: 295 <b>d. 45-54: 2052</b> Female: 1698 Male: 354 <b>e. 55-64: 1563</b> Female: 1306 Male: 207 <b>f. 65 and over: 170</b> Female: 132 Male: 38	<b>a. Under 25: 459</b> Female: 384 Male: 75 <b>b. 25-34: 1825</b> Female: 1534 Male: 291 <b>c. 35-44: 2034</b> Female: 1704 Male: 330 <b>d. 45-54: 2051</b> Female: 1680 Male: 371 <b>e. 55-64: 1692</b> Female: 1402 Male: 290 <b>f. 65 and over: 207</b> Female: 160 Male: 47