



**General Teaching Council
for Northern Ireland**

Promoting Teacher Professionalism

EQUALITY SCREENING

POLICY: Menopause Policy V1.1 May 2023

1. Part 1: Policy Scoping

As set out in the GTCNI Equality Scheme (section 5.1) 'policy' is broadly defined and covers all the ways in which the GTCNI carries out or propose to carry out its functions. In respect the term policy is used for any (proposed/amended/existing) strategy, policy initiative or practice and/or decision.

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities.

1.1. Information about the Policy

Name of the policy	
Is this an existing, revised or a new policy?	New
What is it trying to achieve? (intended aims/outcomes)	The policy document sets out GTCNI's commitment to supporting women in the workplace. The Policy recognises that women may need additional consideration, support and adjustments during the time of change before, during and after the menopause. The development of this Policy has been committed to as part of our Diversity Action Plan May 2023-2028
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.	Yes. GTCNI currently employs 16 staff of which 80% are women and, of those women 30% are of an age affected by menopause.
Who initiated or wrote the policy?	Corporate Services GTCNI
Who owns and who implements the policy?	Corporate Services GTCNI

1.2. Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (Delete as Appropriate):

Financial	Y / N
Legislative	Y / N
Other, please specify	None

1.3. Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? Describe.

Staff	GTCNI Staff
Service users	
Other public sector organisations	
Voluntary/community/trade unions	
Other, please specify	

1.4. Other policies with a bearing on this policy

What are they?	Health and Safety Policy Diversity Action Plan Disability Action Plan Hybrid Home Working Policy Flexible Working Hours Policy
Who owns them?	Corporate Services GTCNI

1.5. Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Please specify details for each of the Section 75 categories.

The Menopause Policy V1 May 2023 has been written in accordance with:

- The Health and Safety at Work (NI) Order 1978 (Amended 1998) requires employers to ensure the health, safety and welfare of all workers. Under the Order, employers are required to do risk assessments under the Management Regulations which should include specific risks to menopausal women if they are employed.
- The Sex Discrimination (NI) Order 1976 as amended prohibits discrimination against people on the grounds of sex.
- Disability Discrimination Act (DDA) 1995 as amended prohibits discrimination against people on the grounds of disability. It is also important to note that conditions linked to the menopause may meet the definition of an ‘impairment’ under the DDA and require reasonable adjustments.
- Employment Equality (Age) Regulations (NI) 2006 prohibits discrimination against people on the grounds of age.
- Section 75 of the Northern Ireland Act 1998 places a duty on EA to consider positive action through paying due regard, advancing equality of opportunity and fostering good relations, GTCNI also have a duty to eliminate unlawful discrimination.

Section 75 category	Details of evidence/information
Religious Belief	N/A
Political Opinion	N/A
Racial Group	N/A
Age	GTCNI currently employs 16 staff of which 80% are women and, of those women 30% are of an age affected by menopause.
Marital Status	N/A
Sexual Orientation	Although the policy aims to be of use to women in the workplace who are experiencing symptoms of the menopause, reading this guide may also help better understand family or friends who are experiencing difficult symptoms regardless of their perceived gender.
Men and Women generally	See above
Disability	Considered, but no impact on Menopause Policy excepting inclusion of reasonable adjustments considerations. While we do not consider menopause to be a disability in itself – it is a phase in every woman’s life – menopause symptoms can give rise to coming under a disability provided the symptoms have a long-term and substantial adverse effect on normal day-to-day-activities.
Dependants	Although the policy aims to be of use to women in the workplace who are experiencing symptoms of the menopause, reading this guide may also help better understand family or friends who are experiencing difficult symptoms.

1.6. Needs, experiences and priorities

Taking into account the information referred to previously, are there different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Please specify details as appropriate for each of the Section 75 categories.

Section 75 category	Yes/No/Not sure	If yes, please provide details of needs/experiences/priorities
Religious Belief	No	
Political Opinion	No	
Racial Group	No	
Age	No	GTCNI currently employs 16 staff of which 80% are women and, of those women 30% are of an age affected by menopause. That said, menopause can affect women of any age, so GTCNI will not make the assumption that it only affects women of a certain age.
Marital Status	No	
Sexual Orientation	No	Although the policy aims to be of use to women in the workplace who are experiencing symptoms of the menopause, reading this guide may also help better understand family or friends who are experiencing difficult symptoms regardless of their perceived gender.
Men and Women generally	Yes	GTCNI currently employs 16 staff of which 80% are women and, of those women 30% are of an age affected by menopause. GTCNI is committed to ensuring that all individuals are treated fairly and with dignity and respect in their working environment. It is also committed to ensuring the health, safety and wellbeing of all our colleagues. We understand that others may experience menopause-type symptoms, while we use the words woman/she/her throughout the Policy, it is designed to support all our colleagues. It is recognised that the menopause is a very individual experience and that people can be affected in different ways and to different degrees, therefore different levels and types of support and adjustments may be needed. As menopausal symptoms are typically experienced for several years, it will be treated as a 'transition' rather than a one-off event.
Disability	No	While we do not consider menopause to be a disability in itself – it is a phase in every woman's life – menopause symptoms can give rise to coming under a disability provided the symptoms have a

Section 75 category	Yes/No/ Not sure	If yes, please provide details of needs/experiences/priorities
		long-term and substantial adverse effect on normal day-to day-activities.
Dependants	No	The Policy is designed to support all our colleagues, and, by doing so, their dependants.

2. Part 2: Screening

2.1. Screening Questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories (minor/major/none)?		
Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief		None
Political Opinion		None
Racial Group		None
Age	The definition of the menopause is the period in a woman's life (typically between the ages of 45 and 50) menstruation ceases. But it is important to note that women can suffer from menopause symptoms at both a younger and an older age and therefore it is key to be mindful of the circumstances of the staff member themselves. Although the policy aims to be of use to women in the workplace who are experiencing symptoms of the menopause, reading this guide may also help better understand family or friends who are experiencing difficult symptoms regardless of their perceived gender.	Minor?
Marital Status		None
Sexual Orientation		None
Men and Women generally	We understand that others may experience menopause-type symptoms, while we use the words woman/she/her throughout the Policy, it is designed to support all our colleagues.	None

Disability	While we do not consider menopause to be a disability in itself – it is a phase in every woman’s life – menopause symptoms can give rise to coming under a disability provided the symptoms have a long-term and substantial adverse effect on normal day-to-day-activities	None
Dependants	The Policy is designed to support all our colleagues, and, by doing so, their dependants.	None

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?

Section 75 category	Is <u>Yes</u>, provide details	If <u>No</u>, provide reasons
Religious Belief		No impact / relevance
Political Opinion		No impact / relevance
Racial Group		No impact / relevance
Age		It is recognised that the menopause is a very individual experience and that people can be affected in different ways and to different degrees, therefore different levels and types of support and adjustments may be needed. As menopausal symptoms are typically experienced for several years, it will be treated as a ‘transition’ rather than a one-off event.
Marital Status		No impact / relevance
Sexual Orientation		No impact / relevance
Men and Women generally		We understand that others may experience menopause-type symptoms, while we use the words woman/she/her throughout the Policy, it is designed to support all our colleagues.

Disability		While we do not consider menopause to be a disability in itself – it is a phase in every woman’s life – menopause symptoms can give rise to coming under a disability provided the symptoms have a long-term and substantial adverse effect on normal day-to-day-activities. This will be recognised in the support and reasonable adjustments to be offered.
Dependants		The Policy is designed to support all our colleagues, and, by doing so, their dependants.

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group (minor/major/none)?

Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief	No impact / relevance	None
Political Opinion	No impact / relevance	None
Racial Group	No impact / relevance	None

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Section 75 category	Is <u>Yes</u>, provide details	If <u>No</u>, provide reasons
Religious Belief	No impact / relevance	None
Political Opinion	No impact / relevance	None
Racial Group	No impact / relevance	None

5. Will the policy contribute to strengthening or weakening social capital and hence, the health and sustainability of rural communities? (minor/major/none)?

Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious Belief	No impact / relevance	None
Political Opinion	No impact / relevance	None
Racial Group	No impact / relevance	None

2.2. Additional Considerations

2.2.1. Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? Yes/~~No~~ (delete as appropriate).

For example: disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

The policy is aimed to support all women working for GTCNI although we understand that others may experience menopause-type symptoms, while we use the words women/she/her throughout this document, this support is designed for all our colleagues.

2.2.2. Consideration of Human Rights

The Human Rights Act (HRA) 1998 brings the European Convention on Human Rights (ECHR) into UK law and it applies in N Ireland. Articles 3 and 4 are classified as “absolute” rights ie the State can never withhold or take away these rights. All others are either “qualified” or “limited”. Further information is available via the following link <http://www.nicshumanrightsguide.com/>

Indicate any potential adverse impacts that the policy / decision may have in relation to human rights issues. Adverse Impact (delete as appropriate)

Human Rights Issue	HRA 1998 Article	Impact Y / N
Right to Life	Article 2	N
Prohibition of torture, inhuman or degrading treatment	Article 3	N
Prohibition of slavery and forced labour	Article 4	N
Right to liberty and security	Article 5	N
Right to a fair and public trial	Article 6	N
Right to no punishment without law	Article 7	N
Right to respect for private and family life, home and correspondence	Article 8	N
Right to freedom of thought, conscience and religion	Article 9	N
Right to freedom of expression	Article 10	N
Right to freedom of peaceful assembly and association	Article 11	N

3. Part 3: Screening Decision

3.1. Decision

Decision	Delete as appropriate
The policy has been 'screened in' for equality impact assessment.	No
The policy has been 'screened out' for equality impact assessment.	Yes

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

The policy is aimed to support all women working for GTCNI although we understand that others may experience menopause-type symptoms, while we use the words women/she/her throughout this document, this support is designed for all our colleagues.

The policy is a guide for managers and the reasonable adjustments guidance will also support managers in managing menopause within their team.

The definition of the menopause is the period in a woman's life (typically between the ages of 45 and 50) when menstruation ceases. But it is important to note that women can suffer from menopause symptoms at both a younger and an older age and therefore it is key to be mindful of the circumstances of the staff member themselves.

Although this guide aims to be of use to women in the workplace who are experiencing symptoms of the menopause, reading this guide may also help better understand family or friends who are experiencing difficult symptoms regardless of their perceived gender.

3.2. Mitigation

If the decision is not to conduct an equality impact assessment you may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality or opportunity and/or good relations?

No – not required

If yes, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.
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3.3. Timetabling and Prioritising

If the policy has been 'screened in' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to GTCNI's functions	

The total rating score will be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the GTCNI in timetabling.


4. Part 4: Monitoring

Where a policy has been amended or an alternative policy introduced, effective monitoring will help you identify any future adverse impact arising from the policy, which may lead to carrying out an equality impact assessment, as well as helping with future planning and policy development.

5. Part 5: Approval and authorisation

Screened by	Organisational Role
Mary Jackson	Head of Corporate Services

Referred to DE GIST for Review on:	N/A
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Approved by (Manager/Accounting Officer)	
Position	Interim Chief Executive Officer / Registrar

Date	May 2023
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