

<b>QUESTIONS</b>	<p>Q.1 What is the gender breakdown of your employees, at the date this request is received:</p> <ul style="list-style-type: none"> <li>a. Male (including trans men)</li> <li>b. Female (including trans women)</li> <li>c. Non-binary</li> <li>d. Other</li> </ul>
<b>RESPONSE</b>	<p>Currently our reporting system only allows Male and Female and we cannot see further details below this in order to supply non-binary or other genders. We have supplied our male and female count below.</p>
<b>Female</b>	3692
<b>Male</b>	629



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.
Yes	<p>We recognise that menopause and perimenopause are very personal experiences and will differ from individual to individual and therefore, different levels of adjustments and support may be required at different times based on individual need. We offer and implement flexible working/reasonable adjustments. We provide a wealth of guidance and resources for staff and managers, including (but not limited to) menopause meet ups - a safe space to talk, one to one appointments with a menopause adviser, elearning for managers, menopause advocates, guidance on treatments and self help.</p>



Please fill in the table below

Q.3 Does your Trust have a 'menopause champion'?	Q.4 Does your Trust offer flexible working for your employees going through menopause?
Yes (menopause advocates)	Yes



low

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.
No	N/A





Q.6 How many women (including trans women) and men (including trans men) of the following months?

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

Dec-21	Dec-22
Information in table below	Information in table below

Age Ranges		Female
<b>Dec-21</b>		
<25		46
25-34		648
35-44		932
45-54		900
55-64		819
65+		216
<b>Dec-22</b>		
<25		88
25-34		718
35-44		962
45-54		904
55-64		774
65+		178
<b>Dec-23</b>		

<25	133
25-34	754
35-44	970
45-54	941
55-64	745
65+	141

Following age ranges worked at your Trust in the

Dec-23

Information in table below

Male
4
110
140
126
116
39
20
132
145
123
112
35

	29
	168
	158
	131
	114
	33