

London Borough of Barnet
2 Bristol Avenue,
Colindale NW9 4EW
3 April 2023
Our ref: 9302050

Thank you for your request received on 3 March 2023, for the following information:

- 1. Do you have a menopause friends' group?**
- 2. Do you have a menopause champion?**
- 3. Do you have a menopause policy?**
- 4. Do you record peri/menopausal sickness absences?**
- 5. If the answer to 4 is yes, how many people have taken sick leave in the last 2 years, because of peri-menopause related symptoms?**
- 6. What is the average length of the sickness absence referred to at 5 above?**
- 7. Is this absence recorded as sickness absence or is it treated as a disability related absence and/or a reasonable adjustment?**
- 8. What, if any, support is given on the employee's return to work?**
- 9. If you do not record peri/menopausal sickness absence, please explain why?**
- 10. Are managers required to attend menopause training? If so, is it mandatory?**
- 11. Do leavers have an exit interview? If so, how many employees have left because of peri/menopausal symptoms?**
- 12. How many people do you employ?**
- 13. How many women do you employ?**
- 14. How many women do you employ over the age of 40?**
- 15. How many women do you employ over the age of 50?**
- 16. How many women do you employ over the age of 60?**
- 17. Are reasonable adjustments offered to employees experiencing peri/menopausal symptoms? If so, what adjustments?**
- 18. Finally, If NCC have put support in place for people experiencing symptoms, has this reduced sickness absence? If yes, by how much?**

We have processed this request under the Freedom of Information Act 2000.

Response

The council holds the information requested and it is attached/ the answers to your questions are below

1. Do you have a menopause friends' group?

No

2. Do you have a menopause champion?

No

3. Do you have a menopause policy?

No

4. Do you record peri/menopausal sickness absences?

We don't have a category that lists as peri/menopausal sickness

5. If the answer to 4 is yes, how many people have taken sick leave in the last 2 years, because of peri-menopause related symptoms?

N/A

6. What is the average length of the sickness absence referred to at 5 above?

N/A

7. Is this absence recorded as sickness absence or is it treated as a disability related absence and/or a reasonable adjustment?

N / A

8. What, if any, support is given on the employee's return to work?

Managers should undertake a return-to-work interview for any sickness

9. If you do not record peri/menopausal sickness absence, please explain why?

The categories we use cover a wide range of absence types and would be covered by one of these

10. Are managers required to attend menopause training? If so, is it mandatory?

No, it is voluntary

11. Do leavers have an exit interview?

Not as a matter of course

If so, how many employees have left because of peri/menopausal symptoms?

No one has placed this in the exit questionnaire as the reason for leaving.

12. How many people do you employ?

2110 (March 2023 data)

13. How many women do you employ?

1260

14. How many women do you employ over the age of 40?

294

15. How many women do you employ over the age of 50?

332

16. How many women do you employ over the age of 60?

139

17. Are reasonable adjustments offered to employees experiencing peri/menopausal symptoms? If so, what adjustments?

Yes, adjustments would vary according to the needs of the individual

18. Finally, If NCC have put support in place for people experiencing symptoms, has this reduced sickness absence? If yes, by how much?

N/A

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Records & Information Management Service, Assurance Group, London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.