



# Equality Delivery System 2022 Case Study

## Domain 2: Workforce health and wellbeing

<b>Organisation Details</b>			
<b>Name of organisation(s)</b>		The Christie NHS Foundation Trust	
<b>Type of organisation(s)</b>		Cancer Specialist	
<b>Senior Responsible Officer (SRO)</b>		Eve Lightfoot	
<b>SRO organisation and contact details</b>		The Christie NHS Foundation Trust	
<b>SRO contact details</b>		eve.lightfoot@nhs.net	
<b>Name of Organisation</b>	<b>Last EDS2 publication date</b>	<b>Name of Organisation</b>	<b>Last EDS2 publication date</b>
The Christie	2020-2021		
<b>Name of Organisation</b>	<b>Last EDS2 publication date</b>	<b>Name of Organisation</b>	<b>Last EDS2 publication date</b>
<b>Responsible Officer(s) – please list one for each NHS organisation</b>		Novlette Balela – Equality, Diversity & Inclusion Manager Jane Hanson – Engagement and Organisational Development Manager	

## Domain 2: Workforce health and well-being – Engagement

<p>Please explain how you engaged with your staff members and their representatives? Was this different to previous engagement?</p>	<p>There were a number of factors that highlighted the need for providing support around Menopause in the workplace.</p> <p>Women over 50 are the fastest growing demographic in the workplace, but many quit their jobs, reduce their hours and pass up promotions due to menopause, resulting in menopause related health inequality or increased sickness absence.</p> <p>When looking at the Trust's workforce data, as @ June 2022, the Trust had 571 staff who identified as female within the age bracket 45 to 55 this doesn't include those who may have experienced medically induced menopause or early menopause, so the figure is likely to be much higher. This was a significant number of colleagues we could offer support to.</p> <p>Initial communications were sent out via our Intranet asking if any colleagues would be interested in attending a Menopause Café should the opportunity be provided.</p> <p>We received a very positive response which led us to setting up the Menopause Café in July 2022.</p>
<p>When did you start engagement with your staff members and their representatives? Was this different to previous engagement?</p>	<p>We initially engaged with colleagues in June 2022 to establish interest in setting up the café, explaining that the purpose of the café was to provide a safe space for those colleagues experiences the various stages of menopause, where they could come together to share experiences and have open and friendly discussions about their experiences.</p> <p>It was made very clear that the café was not to provide specific medical advice and that any such advice should be sought via their GP.</p>

<p>Who was part of your engagement?</p> <p>How did you decide who to engage with?</p>	<p>The Engagement and OD Manager and the Wellbeing Advisor were part of the initial engagement and continue to facilitate and support the café.</p> <p>As a starting point, and in response to menopause inequality with women potentially leaving work or increasing their sickness absence due to menopause related symptoms (and taking into account that national research has shown that a high percentage of women would say they were taking sickness absence for another reason rather than disclose it was menopause related) we agreed to engage with just those colleagues currently experiencing the various stages of menopause.</p> <p>We felt if the café was open to all colleagues, it would detract from the original purpose of being an informal group providing colleagues with the opportunity to connect with others who are experiencing/have experienced menopausal symptoms and to share experiences in a safe and supportive space.</p>
<p>Please describe any issues or barriers you experienced during the delivery of your engagement.</p>	<p>Apart from some colleagues not being able to take the time away from their roles to attend on occasion, we didn't experience any barriers. The opportunity was very much encouraged and supported by our Senior Leaders and continues to be a great success. Please see an example of positive feedback below.</p> <p>Whilst we are able to collect gender identity data accurately to ensure we are inclusive, we also recognise that men experience menopause symptoms and further research and action planning will take place in this regard.</p> <p>We also recognise that some colleagues are culturally unable to discuss or publicly acknowledge menopause so additional work needs to be done around if and how we can support those colleagues.</p>

## Menopause Café Feedback



If you have delivered your engagement differently to your last EDS submission, what impact has it had on your process and outcomes?

NOT APPLICABLE

Please provide any other comments.

Since setting up the Menopause Café we have continued to increase our support to colleagues by reviewing and ratifying our Menstruation to Menopause Policy, providing links to menopause webinars, collaborating with our GM partners and Dr Louise Newson's Balance app to provide access to Menopause Training Modules – these are available to all colleagues, not just those experiencing menopause.

We have also signed up to the Menopause Workplace Pledge which means we commit to making our organisation a supportive and understanding place for our colleagues who are going through or are affected by the menopause.

In signing the Menopause Workplace Pledge, we commit to:

- Recognising that the menopause can be an issue in the workplace and colleagues need support
- Talking openly, positively and respectfully about the menopause
- Actively supporting and informing our colleagues affected by the menopause

## Domain 2: Workforce health and well-being – Evidence

<p>Please describe the sources you have used to collate your evidence.</p> <p>Why have you used these sources?</p>	<p>Demographic data was provided by our Workforce Team, media coverage, sickness absence and anecdotal conversations with colleagues and wider GM partners.</p> <p>All of the above are reliable sources of data which confirmed our decision to offer support around menopause in the workplace.</p>
<p>Have you identified any new sources of data and information?</p> <p>What type of impact has this made?</p>	<ul style="list-style-type: none"> <li>• Menstruation to Menopause Policy reviewed and ratified</li> <li>• Signed up the Menopause Workplace Pledge</li> <li>• Collection of feedback from colleagues attending the colleagues to enable us to continuously improve the support we provide</li> </ul> <p>All of the support and opportunities for continuous improvement are aligned to the People Promise Themes of 'We are safe and healthy' 'We are compassionate and inclusive' and 'We are always learning'.</p> <p>This also impacts on and aligns to the Trust's Values of 'We act with Kindness' (specifically linking to 'we care for each other' behaviour) and 'We connect with People' (specifically linking to 'we are inclusive' behaviour).</p>
<p>Please provide any information on difficulties and/or barriers you</p>	<p>There were no challenges experienced with collating evidence.</p>

experienced whilst collating evidence?	
Please provide any other comments.	