

Ref. No: 0659
Date: 06/02/24
Subject: Menopause Policy

REQUEST

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
2. Does your Trust have a workplace menopause policy?
 - a. If yes, please outline the specific support available for your Trust's employees going through the menopause.
3. Does your Trust have a 'menopause champion'?
4. Does your Trust offer flexible working for your employees going through menopause?
5. Has your Trust received any employee complaints that mention the menopause?
 - a. If yes, please specify how many employee complaints that mention the menopause you have received.
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, and Dec-23)?
 - a. Under 25
 - b. 25-34
 - c. 35-44
 - d. 45-54
 - e. 55-64
 - f. 65 and over

RESPONSE

St Helens and Knowsley Teaching Hospitals NHS Trust and Southport and Ormskirk Hospital NHS Trust became a single legal entity known as Mersey and West Lancashire Teaching Hospitals NHS Trust on 1st July 2023, as such parts of the response may be provided in two sections relating to the hospital sites of each of the legacy organisations.

1. What is the gender breakdown of your employees, at the date this request is received?

Male	Female
2,235	9,083

Please also note that the NHS national employee record system does not have a category of Transgender or Non-Binary.

2. Does your Trust have a workplace menopause policy?

Yes

a. If yes, please outline the specific support available for your Trust's employees going through the menopause.

Please find the Trusts '*Menopause Policy*' attached.

3. Does your Trust have a 'menopause champion'?

Yes

4. Does your Trust offer flexible working for your employees going through menopause?

Staff can apply for flexible working for any long-term condition or disability which would include menopause.

5. Has your Trust received any employee complaints that mention the menopause?

No

a. If yes, please specify how many employee complaints that mention the menopause you have received.

N/A

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, and Dec-23)?

	2023		2022		2021	
	Female	Male	Female	Male	Female	Male
<=20 Years	63	20	53	8	28	5
21-25	585	159	616	153	578	143
26-30	1028	267	970	240	919	222
31-35	1101	261	1067	241	1013	256
36-40	1064	280	998	249	956	218
41-45	1000	245	952	238	926	215
46-50	978	241	978	231	986	231
51-55	1170	246	1155	230	1182	230
56-60	1167	253	1119	259	1038	261
61-65	640	167	593	151	599	153
66-70	161	58	138	46	138	42
>=71 Years	62	13	49	11	39	10