

**Reference Number:** FOIAH2324/619  
**From:** Commercial  
**Date:** 06 February 2024  
**Subject:** Employment and the menopause.

Q1 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

A1

Gender	Count of Employee Number
Male	3687
Female	753
Total	4440

Q2 Does your Trust have a workplace menopause policy? If yes, please outline the specific support available for your Trust's employees going through the menopause.

A2 No, however there is a draft policy going through the appropriate Trust approval process.

Q3 Does your Trust have a 'menopause champion'?

A3 No

Q4 Does your Trust offer flexible working for your employees going through menopause?

A4 Yes

Q5 Has your Trust received any employee complaints that mention the menopause? If yes, please specify how many employee complaints that mention the menopause you have received?

A5 No

Q6 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, Dec 23?

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

A6

<b>Dec 2023</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Under 25	250	32	282
25 - 34	1020	150	1170
35 - 44	1005	225	1230
45 - 54	730	179	909
55 - 64	571	132	703
65 and over	102	29	131
<b>Grand Total</b>	<b>3678</b>	<b>747</b>	<b>4425</b>

<b>Dec 2022</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Under 25	202	36	238
25 - 34	943	146	1089
35 - 44	927	197	1124
45 - 54	723	180	903
55 - 64	545	133	678
65 and over	96	29	125
<b>Grand Total</b>	<b>3436</b>	<b>721</b>	<b>4157</b>

<b>Dec 2021</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
Under 25	221	29	250
25 - 34	911	142	1053
35 - 44	892	200	1092
45 - 54	715	171	886
55 - 64	555	132	687
65 and over	90	31	121
<b>Grand Total</b>	<b>3384</b>	<b>705</b>	<b>4089</b>