

31 January 2024

Menopause and Andropause Policy

Under the Freedom of Information Act please could I get:

- **A copy of your current Menopause Policy.**

Belfast Health and Social Care Trust (Belfast Trust) do not have a menopause policy. We instead chose to follow NHS Employers best practice guidance and have developed a Toolkit and resource for managers and staff. These are accessible to staff via Trust internal channels/virtual resources.

Our resources have been highlighted by the [Equality Commission for NI](#) and [NHS Employers](#).

We provide a range of Menopause Cafes and virtual learning sessions for staff and managers on various menopause topics throughout the year.

- **If you have a separate Andropause Policy, please could I get a copy?**

As above, Belfast Trust do not have an andropause policy. However, we plan to review and update our existing resources and incorporate guidance and support for colleagues regarding andropause or “male menopause”.

- **Please would you also detail how many times the Menopause / Andropause policy has been applied for male employees broken down by the following years:-2023, 2022, 2021, 2020, 2019.**

We are unable to provide any details.