



Ref: FOIA Reference 2023/24-644

Date: 5th January 2024

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 2nd January 2024 requesting information under the Freedom of Information Act (2000) and regarding policy

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 Under the Freedom of Information Act please could I get a copy of your current Menopause Policy.

A1 We don't have a Menopause policy; however, we do have Menopause in the workplace guidance where it has been agreed for colleagues to access lighter uniforms when needed. See attached document.

Q2 If you have a separate Andropause Policy please could I get a copy. 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.

A2 As above

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records