

EMPLOYMENT COMMITTEE

**THURSDAY 19 MARCH 2020
7.00 PM**

Bourges/Viersen Room - Town Hall

AGENDA

Page No

- 1. Apologies for Absence**
- 2. Declarations of Interest**

At this point Members must declare whether they have a disclosable pecuniary interest, or other interest, in any of the items on the agenda, unless it is already entered in the register of members' interests or is a "pending notification " that has been disclosed to the Solicitor to the Council.

- 3. Minutes of the Meeting Held on 12 September 2019** **3 - 6**
- 4. Revised Employment Policies** **7 - 38**
- 5. Gender Pay Gap Results** **39 - 46**



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Committee Members:

Councillors: J Holdich (Vice Chairman), M Jamil, Hemraj, W Fitzgerald, R Brown (Chairman), Yurgutene and Wiggin

Substitutes: Councillors: Hogg, Iqbal, Hussain and J Goodwin

Further information about this meeting can be obtained from Dan Kalley on telephone 01733 296334 or by email – daniel.kalley@peterborough.gov.uk

**MINUTES OF THE EMPLOYMENT COMMITTEE MEETING
HELD AT 7PM, ON
12 SEPTEMBER 2019
BOURGES/VIERSEN ROOM, PETERBOROUGH**

Committee Members Present: Brown (Chairman) Holdich (Vice-Chairman), Councillors Fitzgerald, Hemraj, Jamil, Yurgutene and Wiggin

Officers Present: Karen Craig Senior Rewards Officer
Mandy Pullen Assistant Director HR & OD
Dan Kalley Senior Democratic Services Officer

1. APOLOGIES FOR ABSENCE

There were no apologies for absence.

2. DECLARATIONS OF INTEREST

No declarations of interest were received.

3. MINUTES OF THE MEETING HELD ON 16 AUGUST 2019

The minutes of the meeting held on 16 August 2019 were agreed as a true and accurate record.

4. REVISED EMPLOYMENT POLICIES

The Employment Committee received a report in relation to revised employment policies.

The HR Assistant Director introduced the report and confirmed that the policies had been approved previously by the Committee. The policies that were in front of members contained a number of amendments that needed approval before being implemented.

The Senior Rewards Advisor went through each policy separately and answered any questions on each in turn.

Infection Control Policy:

Members were informed that HR looked after this area in conjunction with Occupational Health and Health and Safety. The policy had been updated to take into account best practice. This included updating the policy on different infectious diseases as defined by Public Health England and greater clarification on the use of sharps bins. This policy intended to increase the awareness of line managers and their responsibilities.

The Employment Committee debated the policy and in summary the key points highlighted included:

- Pest Control was now covered by animal welfare. It was anticipated that some staff would have to deal with animals but that this would be rare.

Overpayments Policy

The updated policy set out how the Council was to claim back any overpayments made to staff while still in employment, or if they were to leave the organisation. It was important that all staff were made aware of the policies and procedures, this included a standard letter that would go to any employee that left the organisation and who had an overpayment still standing. If the final overpayment could not be taken from the final salary then this would be passed to finance to raise an invoice.

The Employment Committee debated the policy and in summary the key points highlighted included:

- There had not been many examples of overpayments made. Those that had been made were not usually the fault of the Council or the Employee.

Adoption Policy

The Council had updated the policy to include fostering for adoption which allowed prospective adopters the opportunity to foster children before formal adoption. The Government had now allowed this period to be part of the adoption period. There were a few other minor changes, including updates to leave as this was not an easy aspect of the policy to define.

Disciplinary Procedure

The disciplinary policy itself had not had any changes made. However, after consultations with the trade unions and managers the disciplinary procedures had been updated. The two most prominent revisions were namely around the suspension risk assessment and whether there were any steps that could be put in place before formally suspending an employee, such as being moved to another team,, this was to try and minimise suspension wherever possible. There would still be some cases where suspension was necessary and the policy allowed for this to still be the case. The other significant change was around verbal warnings, it was current practice for HR to advise on having informal discussions and for these to be recorded with a review date. Once the review date had come round and there had been improvements then the note would be removed from the employee's file. If no improvements had been made then the note could be used in formal procedures.

The Employment Committee **RESOLVED** to agree the amendments to the employment policies.

At this point Councillor Wiggin joined the meeting

5. COMMITTEE START TIME 2020-21

The Employment Committee received a report in relation to Committees being able to choose their own start time for the Municipal Year 2020-21 and each year following.

The Senior Democratic Services Officer explained that Full Council had agreed the changes in the Council's Constitution to allow Committees to choose their own start times. The Committee had previously met at 3pm and this had changed to 7pm a number of years ago.

The Employment Committee debated the report and in summary the key points highlighted included:

- There were benefits for those Councillors who worked and had to travel a long distance for the meeting start time to stay at 7pm.
- In order to line up working with Cambridgeshire County Council it was suggested that the meetings mirrored the 10am or 2pm start times.
- Keeping the Town Hall open was costing money and it would be beneficial to save costs by bringing meeting times forward.
- A suggestion of having the meetings at 5pm would allow Councillors who worked to be able to come to the meeting after work and then be able to go home to their families.

A motion was proposed and seconded for the meeting to start at 5pm.

The Employment Committee **RESOLVED** (unanimously) that the Employment Committee meeting would start at 5pm for the Municipal Year 2020-21.

Chairman
7.00pm – 7.19pm

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| EMPLOYMENT COMMITTEE | AGENDA ITEM No. 4 |
| 19 MARCH 2020 | PUBLIC REPORT |

| | | |
|--------------------------------|---------------------------------------------------------------------------|-------------|
| Report of: | Mandy Pullen, Assistant Director HR and Organisational Development | |
| Cabinet Member(s) responsible: | Councillor Farooq, Cabinet Member for Digital Services and Transformation | |
| Contact Officer(s): | Mandy Pullen, Assistant Director HR and Organisational Development | Tel. 863628 |

REVISED EMPLOYMENT POLICIES

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| R E C O M M E N D A T I O N S | |
| FROM: Assistant Director of HR and Development | Deadline date: 30 March 2020 |
| <p>It is recommended that Employment Committee approve the four updated and one new employment policies. (The policies are the Employee Code of Conduct, the Officer Gifts and Hospitality policy, Shared Parental Leave policy, Time Off policy and Menopause policy).</p> | |

1. ORIGIN OF REPORT

1.1 This report follows changes made to the Shared Parental Leave policy after a scheduled review, and the Code of Conduct and Gifts & Hospitality Policies as a result of the outcome of audit recommendations. The Menopause policy is presented jointly by Unison and the council. These policies were agreed with the trade unions at the Joint Consultative Forum on 6 January 2020. The Time Off policy has been amended and also takes account of statutory changes.

2. PURPOSE AND REASON FOR REPORT

2.1 The purpose of the report is to obtain approval to the changes made to the employment policies and documents detailed above. Changes that have been made to the policies are generally indicated on the documents in red or pink text (lighter text).

2.2 This report is for the Employment Committee to consider under its Terms of Reference No. 2.3.2.6

To promote and pursue a policy of equal opportunities in employment.

3. TIMESCALES

| | | | |
|---------------------------------------------|-----------|----------------------------------|--|
| Is this a Major Policy Item/Statutory Plan? | NO | If yes, date for Cabinet meeting | |
|---------------------------------------------|-----------|----------------------------------|--|

4. BACKGROUND AND KEY ISSUES

4.1 Officer Code of Conduct

The Constitution and Ethics Committee (C&E) reviewed this document as a result of the outcome of audit recommendations in this area. The committee approved the changes on 8 July 2019.

The majority of the changes are included to capture gaps which have inevitably occurred as time has elapsed.

The updated policy is at Appendix 1.

4.2 Officer Gifts and Hospitality Policy

The Constitution and Ethics Committee reviewed this document as a result of the outcome of audit recommendations in this area. The committee approved the changes on 8 July 2019.

Gifts and Hospitality used to form part of the Officer Code of Conduct, but it was decided that it should be a standalone policy document to increase its visibility.

The updated policy is at Appendix 2.

4.3 Shared Parental Leave Policy

There have been minor changes as detailed in red, and the inclusion of a process flow diagram.

The updated policy and process flows are included at Appendix 3.

4.4 Menopause Policy

Further to the Unison and ACAS Menopause Workplace Guides (both published in October 2019), and increased focus and understanding of how menopause can affect women in the workplace, this new policy and guidance has been developed. It is hoped that this policy and guidance will allow everyone to understand what menopause is, can confidently have good conversations, and are clear on the council's policy and practices, supported by staff from Human Resources and Occupational Health.

The policy is attached at Appendix 4.

4.5 Time Off Policy

Two parts of this policy have been updated as detailed at 4.5.1 and 4.5.2.

4.5.1 Special Constables

The council are already signed up to the Employer Supported Policing scheme but currently do not allow any volunteers any paid time off (other than for attending court). In conjunction with Cambridgeshire County Council we are recommending that we now allow staff 5 paid days off for the initial mandatory training in their first year. Thereafter 3 paid days per year should be granted for them to use for training or towards some of their volunteering hours. This will support staff who decide to assist the police and community in this way. (However, there is no legal obligation to offer special constables time off or pay for their duties).

4.5.2 Parental Bereavement Leave

For members information the Time Off policy has been updated to take account of the Parental Bereavement Leave and Pay Act 2018 legislation which provides paid time off for bereaved parents. This is a statutory right which comes into effect on 1 April 2020. This is for members information only.

5. CONSULTATION

5.1 All Policies referred for approval in this Report have been shared with the joint trade unions. .

6. ANTICIPATED OUTCOMES OR IMPACT

6.1 Once members have agreed to these changes, this information will be published and shared on the council's intranet.

7. REASON FOR THE RECOMMENDATION

7.1 The updated and new documents provide clearer guidance for managers and employees. The additional time off for those who volunteer as a Special Constable supports the community and our police colleagues.

8. ALTERNATIVE OPTIONS CONSIDERED

8.1 As the Parental Bereavement Leave is a statutory requirement, there is no alternative to this. For the other proposed changes, the status quo is the only alternative.

9. IMPLICATIONS

Financial Implications

9.1 None

Legal Implications

9.2 The legal implications and obligations are as set out in the main body of the Report.

Equalities Implications

9.3 All of the Policies recommended for approval reflect the Council's ongoing commitment to ensure equality in the workplace and as

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

10.1 None

11. APPENDICES

11.1 **Appendix 1** – Code of Conduct Policy
Appendix 2 – Officer Gifts and Hospitality Policy
Appendix 3 – Shared Parental Leave Policy
Appendix 4 – Menopause Policy and Managers Guidance

APPENDIX 1

THE EMPLOYEES CODE OF CONDUCT TABLE OF CONTENTS

- Introduction
- Integrity and Trust
- Equalities
- Public Funds
- Use of Council Property, Facilities & Equipment
- Accuracy of Records and Other Documents Conflicts of Interests and Registration Contracts
- Secondary Employment
- Relationships with Members and Political Neutrality
- Relationships with Other Employees
- Media
- Appointments and Other Employment Decisions
- Disclosure of Information
- Public Concern and Whistle Blowing
- Appendix A: Gifts and Hospitality Policy

1. INTRODUCTION

1.1. As a local government employee you are expected to give the highest possible standard of service to the public in fulfilling your roles. The purpose of this document is to set out the standards of behaviour Peterborough City Council expect from you whilst you are an employee.

1.2. This Code should be read in conjunction with other policies, procedures and codes of practice adopted by the Council and forms part of your contract of employment. Any breach of the Code may be treated as a disciplinary offence including gross misconduct which will be dealt with, as appropriate, under the Council's Disciplinary Policy and Procedure.

1.3. The provisions of this code apply to all employees of the Council regardless of whether they work full time, part time, casually or on a relief/interim basis. except those employed directly by schools, although the schools' Governing Bodies are recommended to adopt the principles of this policy.

1.4. References to Peterborough City Council ("the Council") within this document should be interpreted to also apply to authorities you provide services to or in respect of which joint working arrangements exist.

1.5. Any employee who is not clear about the application of this code in relation to particular circumstances should seek guidance from their line manager or their departmental HR Advisor.

1.6. Any employee who is not clear about the application of this code in relation to particular circumstances should seek guidance from their line manager or their departmental HR Advisor.

2. INTEGRITY AND TRUST

2.1. You must at all times act in accordance with the trust that the public is entitled to place in you. You should remember that the Council is a public body and you have a responsibility to the community you serve.

2.2. You must perform your duties with honesty, integrity, impartiality and objectivity and provide courteous, efficient and impartial service delivery to all groups and individuals within the community.

2.3. You should treat all Members, colleagues, service users and people with whom they have contact in the course of their employment with courtesy and respect and in accordance with the Council's agreed policies and procedures.

2.4. You are expected to attend work without being under the influence of alcohol or drugs and comply with the requirements of the Council's Substance Misuse and Alcohol Policy.

3. EQUALITIES

3.1. You should at all times recognise the diverse needs of individuals and groups within the community and you should ensure that the Council's Equality Policy is complied with in addition to the law. You should recognise that all members of the local community, customers and other employees have a right to be treated with dignity, fairness and equity.

4. PUBLIC FUNDS

4.1. You must:

(a) Follow the Council's Contract Procedure Rules and Financial Regulations in any financial transactions and other dealings on its behalf;

(b) Use any public funds entrusted to or handled by you in a responsible and lawful manner. It is a serious criminal offence for you to receive or give in a corrupt manner any gift, loan, fee, reward or advantage from or to another person;

(c) Fulfil your legal obligations when in receipt of Council Administered Benefits. For example, if you are in receipt of any allowances or rebates administered by the Council (e.g. rent allowances or council tax rebates) you must notify the appropriate department promptly, in writing, of any change in circumstances that may affect entitlement. To deliberately fail to notify any material change of circumstance that results in overpayments being made may be deemed a fraudulent act against the employer. **This will be regarded as gross misconduct and may lead to dismissal as well as criminal sanctions.**

(d) **Notify the appropriate department promptly if you have any reason to suspect that a member of the public is claiming Council administered benefits fraudulently, regardless of the circumstances as to how this information is obtained.**

5. USING COUNCIL PROPERTY, FACILITIES AND EQUIPMENT

5.1. You should use Council property, **facilities and equipment (to include but not limited to: plant, materials/stores, money, and services)**, for the Council's purposes only.

5.2. **You may borrow** some items of equipment (to include laptop computers and mobile telephones) provided that prior approval has been obtained from the appropriate senior employee with responsibility for the allocation of **that** equipment.;

5.3. If you have authorised an employee to borrow something you must keep a record of this easily be found and kept under review. You must also let the person know the terms of use to include drawing their attention to any relevant Council policies.

5.4. **You** should treat Council property and equipment with care and respect. It must be used only in a proper and safe manner and in accordance with valid instructions **and any relevant Council Policies including this Code.**

5.5. The copying of proprietary software programmes (those produced by a company for use under licence by a third party) is prohibited.

5.6. The loading of proprietary software programmes for which a licence is required but not held, is prohibited. This means that software obtained **for your** personal use must not be loaded onto Council computers.

- 5.7. Intellectual property, such as data/e-mail, that is created for Council business remains the property of the Council. If you wish to share or transfer such property to an external source you should seek authorisation from your manager.
- 5.8. The e-mail and internet system must not be abused and must be in accordance with the Council's ICT Policies.

6. ACCURACY OF RECORDS AND OTHER DOCUMENTS

6.1. You should not deliberately falsify any records or other documents for financial advantage or otherwise. This will be regarded as gross misconduct and may lead to dismissal as well as criminal sanctions.

7. CONTRACTS

7.1. If you have a direct financial interest in a contract or proposed contract, or other matter involving the Council (within the meaning of sections 94 and 95 of the Local Government Act 1972), you are required by s.117 of the Local Government Act 1972 to declare that in writing to your Director who will inform the Council's s.151 Officer of the contents of the declaration. If you do have a financial interest, it will not be appropriate for you to be involved in that particular issue so it is important that you make a declaration whenever a close relative (grandparent, parent, brother, sister, child, grandchild and inlaws) is a member of the company and/or if you are a business partner, personal partner or in the employment of a person in whose favour the contract has or is being made. If in doubt, declare the interest

7.2. If you have a non-financial interest in a contract or proposed contract you must also inform your Director of this in writing as soon as possible. For instance, if your role involves the engagement or supervision of contractors and you have previously had or currently have a relationship with an existing or potential contractor in a private or personal capacity. This may not necessarily mean that you cannot be involved in the particular matter under consideration. However, it is the responsibility of the Director to consider this with you and make that decision.

7.3. In all circumstances you must ensure that no special favour is shown to current or former partners, close relatives or associates in awarding contracts to businesses run by them or employing them in a senior capacity. You must ensure that no special favour is shown to current or former partners, close relatives or associates in awarding contracts to businesses run by them or employing them. Employees must exercise fairness and impartiality when dealing with all customers, suppliers, other contractors and subcontractors.

7.4. If you are involved in the tendering process and dealing with contractors, you should be clear on the separation of client and contractor roles within the Council and be aware of the need for accountability and openness.

7.5. If you are privy to confidential information on tenders or costs for either internal or external contractors, you should not disclose that information to any party or organisation without express authority.

8. CONFLICTS AND REGISTRATION OF INTERESTS

8.1. You must not in your official or personal capacity:

(a) Allow yourself to be put in a position where your personal interests to conflict with your public duties and you must tell your manager if you have any personal interests that could create a conflict and where an interest is particularly sensitive (for example membership of a secret society) this can be done in confidence; or

(b) use your position to improperly to confer an advantage or disadvantage on any person including yourself. For instance (but not limited to) if you are involved in the determination of regulatory matters (e.g. planning, licensing, council tax and housing benefit), you must take no part either directly or indirectly in consideration any application made by yourself, a relative, a friend, a close associated or a neighbour.

8.2. You must comply with any requirements of the Council: (a) to

register or declare interests;

(b) to declare hospitality, benefits or gifts received as a consequence of your employment.

9. SECONDARY EMPLOYMENT

9.1. The Council recognises that you may wish to undertake secondary employment including voluntary and paid work. However, you must not do this without gaining permission from your Director/Head of Service in writing and before you start the secondary employment.

9.2. Permission will normally be granted where the work does not involve the preparation/completion or assistance with the following items dealt with by the Council:

- (a) Plans;
- (b) Drawings;
- (c) Applications for:- Grants (renovation/improvement grants etc.) - Benefits (rent rebates, council tax, housing benefits) - Planning/building control - Housing waiting lists/homeless - Licences - Job application forms - Tender documents for PCC contracts.

9.3. Permission to undertake additional work will not normally be granted where:

- (a) It is to be undertaken for a Contractor used by the Council. (Exceptions may be subject to conditions and written approval by the relevant Director in conjunction with the Chief Internal Auditor);
- (b) Private work is to be undertaken for members of the public who are clients of the employee during the course of their normal Council duties;
- (c) It is for work for which the Council may be competing; and
- (d) The total work time involved could result in the provision of the Working Time Regulations being breached. In other circumstances, permission will not be unreasonably withheld.

9.4. If you do undertake secondary employment, you should ensure that your total working time does not exceed an average of 48 hours per week in total. The Council may require you to disclose your total working hours and commitments.

9.5. If you do undertake secondary employment, it should not conflict with the Council's interests, nor bring it into disrepute and it must be undertaken outside your normal working hours. You should not undertake any private work in Council premises or using Council property or equipment without the express consent of your line manager which will only be given in exceptional circumstances.

9.6. If you consider that your employer has unreasonably withheld their permission, you may seek redress through the internal grievance process

10. RELATIONSHIPS WITH MEMBERS AND POLITICAL NEUTRALITY

10.1. You should not place yourself in a position where close familiarity with a Member prejudices your work and you should have regard to the Council's Member Officer Protocol.

10.2. You must serve the Council as a whole, serving all elected members and not just those of the controlling group. You should give advice which does not compromise your political neutrality.

10.3. You must follow the lawfully expressed policies of the Council and not allow your personal or political opinions to interfere with your work. Where you are required to advise any political group, you should ensure that you have notified your line manager or Director and you should ensure that there are adequate safeguards to protect your political neutrality.

10.4. If you hold a politically restricted post under the Local Government and Housing Act 1989 you must comply with the requirements of the Act.

11. RELATIONSHIPS WITH OTHER EMPLOYEES

11.1. You should not be involved in a relationship with your line manager or vice versa.

11.2. If you have a close personal relationship at work and evidence exists that it causes or appears to cause a problem it may be necessary to relocate one or both of you to avoid further problems.

11.3. The Council defines a close personal relationship as one between employees who work together in the same unit or section and who are:

- (a) married;
- (b) co-habiting; (c) Dating;
- (d) immediate family members; and
- (e) any other individuals regarded as having a familiar or close personal relationship.

11.4. It is your responsibility to ensure that your relationship does not affect your work or the work of your colleagues. It is a manager's responsibility to work with you to ensure that any problems arising from a close personal relationship are resolved, including relocation if this is necessary to avoid problems.

11.5. If you do have a close personal relationship you must advise your Director (or other Senior Manager) of their circumstances. The Director (or Senior Manager) will then decide whether to instigate a move of one or both of you. If a Director agrees that you can both remain in the same location, regular reviews will take place to ensure the situation does not affect the day to day business of the Council.

11.6. If you refuse to comply with the Director or line manager's instructions, there may be occasions where the Council has no option but to consider issuing a formal notice of the move, and in limited circumstances, considering the future of your employment.

12. MEDIA

12.1. You should not communicate with the media on matters relating to the activities of the Council without the prior approval of your line manager or Director. You should direct any media enquiries to the Communications Team.

12.2. If you use social networking sites either in your work or private life you should have regard to the Council's Social Media Policy.

13. RELATIONS WITH SUPPLIERS AND SERVICE USERS

13.1. You should adhere to the following guidelines, to ensure that all contact that you have with suppliers and service users is conducted on a professional basis:

13.1.1. Buying/Selling of Goods/Services

13.1.1.1. Employees must not in the course of their employment: (a) buy anything

from a service user;

(b) sell anything to a service user;

(c) buy anything on behalf of service users either with or without commission unless it is a requirement of their role;

(d) sell anything on behalf of service users either with or without commission;

(e) act on behalf of a third party to buy anything from a service user;

and

(f) act on behalf of a third party to sell anything to a service user e.g. via mail order agencies etc.

13.2. Lending/Borrowing Money or Other Valuables

13.2.1. You must not engage in personal financial transactions with, or on behalf of, service users. This means that the lending or borrowing of money and/or any other valuable assets to or from service users is prohibited.

13.3. Wills

13.3.1. You must not witness or be an executor of a service user's will and you should not knowingly accept money or property bequeathed in a service user's will. Any such benefits must be returned to the estate of the deceased, although bequests to the Council are permitted.

13.4. Obtaining Benefits for Others

13.4.1. You must not seek to obtain benefits from service users on behalf of close relatives or knowingly allow this to happen. This would include gifts/bequests/loans etc that you would not be able to accept under the terms of the Code of Conduct which are being transferred to one of your family members to circumvent that.

13.5. Personal Relationships with Service Users

13.5.1. Close personal relationships with service users are prohibited. Service users may be from vulnerable groups in society (e.g. by age, disability, mental health etc.) and the correct balance between friendly interest and the professional relationship must be maintained at all times, so they are not exploited. If a problem arises from a service user misinterpreting friendly interest as evidence of a deeper, more personal relationship developing, you must immediately report the matter to your line manager for advice on the way to proceed.

14. FINANCIAL INDUCEMENTS, GIFTS & HOSPITALITY

14.1. Section 117 of the Local Government Act 1972 provides that it is an offence for any employee to accept any fee or reward other than his or her proper remuneration in the course of their duties. It is important that you are able to recognise what is and what is not acceptable and you should therefore have regard to the Council's Gifts and Hospitality Policy.

15. APPOINTMENTS AND OTHER EMPLOYMENT DECISIONS

15.1. Recruitment decisions must be taken in compliance with the Officer Employment Procedure Rules and the Council's relevant policies and procedure (e.g. Recruitment Policy and Disciplinary Policy and Procedure).

15.2. You may only assist others in the completion of application forms to be submitted to the Council in the following circumstances:

- (a) When assistance is provided as part of your official duties, especially if you complete the application form;
- (b) When assistance is provided to a friend, relative or partner;
- (c) In either case your involvement should be clearly identified on the form by including your name and post title however, this is not necessary in cases where only general advice is given.

15.3. Where you are involved in appointments you should ensure that these are made on merit and you must not involve yourself in an appointment and/or give a reference where you are related to the applicant or have a close personal relationship with them.

15.4. You should not be involved in decisions relating to discipline or other sanction or in decisions relating to pay where you are related to or have a close personal relationship with the employee who is subject to the decision.

15.5. All employees who are under suspension without prejudice from the Council's employment are entitled to receive the same general information about Council activities, vacancies etc. as other employees but all communication should be channelled via the officially nominated contact.

16. DISCLOSURE OF INFORMATION

16.1. The Council is committed to open Government. The law requires that certain types of information must be available to Members, auditors, Government Departments, service users and the public. The Council may itself decide to be open about other types of information however, care should always be taken to ensure that any disclosure is in accordance with the Council's information governance requirements.

16.2. You should not communicate to the public the proceedings of any Committee or internal meeting or the contents of any document relating to the Council or information relating to any individual where that information is confidential or exempt unless expressly authorised to do so. If you are in any doubt you should speak to your line manager and/or the author of the document/minutes to seek their specific consent to disclose.

16.3. In all circumstances where you have been asked to provide information to an external source you should consider whether or not to record the request with the Council's Data Protection Officer/Team.

16.4. You have a duty of confidentiality to your employer. You should not use any information obtained in the course of your employment for personal gain or benefit nor should you pass it on to others who might use it in such a way.

16.5. Intellectual property (the generic term which includes for example, inventions, creative writings, software and drawings) arising in the course of your employment are the property of the Council and you should not use that intellectual property for personal benefit.

17. PUBLIC CONCERN & WHISTLE BLOWING

17.1 The Council does not tolerate any form of malpractice. As an employee of the Council you have an important role to play in reporting any suspected irregularity/fraud to your line-manager or Director as soon as possible. In some instances and depending on the nature of the issues identified it may be necessary to raise your concern in accordance with the Council's Whistleblowing Policy.

APPENDIX 2

GIFT AND HOSPITALITY POLICY

INTRODUCTION

This Policy sets out guidance for employees on the principles governing the acceptance of gifts, prizes and hospitality made to employees and/or members of their family as a result of their employment with the Council. References to 'employees' within this policy should therefore also be taken to include members of their family.

The overriding objective is to ensure transparency in the dealings of the Council, which in turn is a safeguard against allegations of misconduct.

The fundamental principle of this Policy is that an employee should not do anything that might give rise to the inference that they have or may have been influenced by a gift or hospitality, to show bias for or against anybody or any organisation in carrying out their duties.

The Council expects all employees to comply with this Policy. Failure to do so may result in action under the staff disciplinary procedure and could lead to dismissal.

GIFTS & PRIZES

Employees should report the offer of a gift or prize to their line manager using the Form at Appendix B. The line manager will consider the nature, value and origin of the offer and whether it should be refused, accepted or donated to charity.

In general, all gifts and prizes should be refused unless this would cause offence and it is of small value for example:

- (a) Advertising paraphernalia e.g. calendars and diaries;
- (b) Stationery e.g. pens;
- (c) Token gifts received during official courtesy visits; and
- (d) Seasonal gifts in kind, (e.g. a mince pie).

Cash should not be accepted under any circumstances.

It is not necessary to ascertain the exact value of the gift but anything that appears to be 'of significance' (which will generally be something worth more than £25 but could be less depending on the circumstances) should not be accepted. Careful judgement must be exercised in such cases.

It is important to note that if several gifts, with a value of £25 or less are received from the same donor, within a period of 12-months, then these should be recorded when the accumulative value exceeds £25.

HOSPITALITY

Employees should report the offer of hospitality to their line manager using the Form at Appendix B. The line manager will consider the nature, value and origin and whether it should be refused or accepted.

Working lunches on a modest scale, and on an occasional basis, are a part of normal business practice and employees do not require formal approval to attend them. However, if individuals receive a prior invitation to a more formal lunch or dinner or regular working lunches, they must seek approval from their line manager using the Form contained at Appendix B of this Policy.

Hospitality shall only be permitted where it is given in the proper course of Council business. Even in these circumstances it should not exceed a level beyond which the Council can reasonably reciprocate.

Hospitality shall usually only be received or given within the employee's normal working hours. Any exception shall only be made with the prior authorisation of the appropriate Director/line manager.

Where the refusal of an invitation may cause embarrassment or appear discourteous this will be taken into account when a decision is made. Consideration will also be given to the timing of an invitation in relation to decisions which the Council may be taking that affect those offering the hospitality.

Invitations to other events such as launches, conferences, arts or sporting events should be dealt with in the same way. However, annual conferences are national events at which it is reasonable for employees to accept offers up to the level of an evening meal per delegate from any individual/company.

Invitations to attend all-expenses paid study tours, site inspections or product demonstrations should always be the subject of prior approval, particularly if overseas travel is involved.

Frequent or regular hospitality, provided or received, is unacceptable even if it is of a relatively modest level.

Employees must not use their employment with the Council to obtain the benefit of discount from other companies/organisations other than those negotiated for the benefit of all employees. Therefore, any discount offered to an employee in their personal capacity in excess of those generally available to members of the public must be declined.

REGISTER AND GOVERNANCE

In order to counter any possible accusations or suspicion of improper conduct, the Council will maintain a central register of gifts and hospitality.

All gifts (except gifts of low value) and offers of hospitality (except to modest working lunches) should be recorded centrally. The line manager, following discussion with the employee will register the offer of a gift or hospitality together with the decision taken as to whether or not it should be accepted by sending the completed Form to giftsandhospitality@peterborough.gov.uk

All declarations should be made within 28 days of receipt of offer.

The central register will be kept by Democratic Services and will be inspected and reviewed regularly by them with any findings/recommendations notified to the Director of Governance during routine meetings of the DMT as appropriate.

In the event of any concerns being identified they will be passed to the Chief Internal Auditor for independent investigation as required.

SHARED PARENTAL LEAVE POLICY

1. Introduction

This policy should be read in conjunction with the Adoption Policy; Maternity Policy, Shared Parental Leave All Staff Guidance, and Manager's Shared Parental Leave Guidance.

2. Purpose

The purpose of this policy is to enable employees to understand their entitlements to leave and pay when having a child or adopting a child or children from the UK or overseas.

This applies to all employees excluding teachers regardless of their status or length of service.

This document does not form part of any employee's contract of employment. It may be amended from time to time.

3. Definitions

The following abbreviations are used in this policy:

| | | | |
|-----|-----------------------------|------|--------------------------------|
| SPL | Shared Parental Leave | SML | Statutory Maternity Leave |
| EWC | Expected week of childbirth | SSPP | Statutory Shared Paternity Pay |
| SMP | Statutory Maternity Pay | SAL | Statutory Adoption Leave |
| SAP | Statutory Adoption Pay | | |

4. Key Principles

The entitlement to Shared Parental Leave (SPL) is created by the maternity or adoption leave coming to an end before the full entitlement has been taken. The remaining period of this leave then becomes SPL.

Eligibility:

- Both parents must meet the eligibility criteria for shared parental leave to apply.
- Both parents must have 26 weeks continuous service by the end of the 15th week before the expected week of childbirth or by the end of the week that they are informed they have been matched with a child.
- In maternity cases both parents must meet the statutory earnings test (normal weekly earnings which are not lower than the Maternity Allowance threshold).
- In adoption cases, the employee must have average weekly earnings in the 8 weeks ending with the 'relevant week' of not less than the lower earnings threshold applicable in that week.
- The mother/main adopter must be entitled to SML/SAL or to SMP/SAP and have curtailed their SML/SAL.
- Both parents must have, at the time of the child's birth or placement, the main responsibility for the care of the child.
- The parent who intends to take SPL must satisfy the continuity of employment test and their partner must meet the employment and earnings test.

Shared Parental Leave:

Shared parental leave is available for up to 50 weeks in maternity cases and can begin at any time after the two-week period of compulsory maternity. SPL is available for up to 52 weeks in adoption cases.

The mother's partner can begin a period of shared parental leave at any time from the date of the child's birth (but the partner should bear in mind that they are entitled to take up to two weeks' paternity leave following the birth of their child, which they will lose if shared parental leave is taken first).

Shared parental leave must be taken in multiples of complete weeks. This may be taken as one continuous period or with breaks of complete weeks in between. **The mother and partner must take any shared parental leave within 52 weeks of birth.**

Shared parental leave must not exceed the balance of untaken maternity or adoption leave.

Notice requirements for shared parental leave

The notices that the parents must give to the relevant employer to be able to take shared parental leave are made up of three elements. They are:

- a "maternity leave curtailment notice" from the mother setting out when they propose to end their maternity leave (unless the mother has already returned to work from maternity leave);
- a "notice of entitlement and intention" from the employee giving an initial, non-binding indication of each period of shared parental leave that they are requesting; and
- a "period of leave notice" from the employee setting out the start and end dates of each period of shared parental leave that they are requesting.

Statutory Shared Parental Pay:

The entitlement to SSPP is 39 weeks, less the number of weeks in which SMP, MA or SAP has been payable to the mother or main adopter. SSPP must not exceed the balance of untaken maternity or adoption pay or maternity allowance available at the point at which the employee returns or plans to return to work. To be eligible for SSPP the employee should have normal weekly earnings for the 8 weeks ending with the EWC that are not lower than the lower earnings limit.

In maternity leave cases the mother must take two weeks compulsory maternity leave meaning that SSPP is payable for a maximum of 37 weeks. This does not apply to adoption.

SSPP is not payable after the end of the 52 weeks following the birth of the baby.

If there is a need for the manager to discuss an application for SPL then they can be accompanied by a workplace colleague, trade union representative or a friend or family member.

Contact during Shared Parental Leave

The organisation reserves the right to maintain reasonable contact with employees during shared parental leave. This may be to discuss employees' plans for their return to work, to discuss any special arrangements to be made or training to be given to ease their return to work or to update them on developments at work during their absence.

Return to work

When an employee returns to work following a period of SPL they are entitled to return to the same job if their combined leave totalled 26 weeks or less. (Combined leave = maternity/paternity and SPL). This is unaffected by unpaid parental leave of up to four weeks.

Where the number of weeks of maternity/paternity/adoption and SPL exceeds 26 weeks the employee has the right to return to the same job unless this is not reasonably practicable. In these circumstances, the employee has the right to return to another job that is suitable and appropriate on terms and conditions that are no less favourable.

In most cases (even after 26 weeks) it would be difficult to justify any changes to the employee's role.

Data protection

When managing an employee's shared parental leave and pay, the council processes personal data collected in accordance with its data protection policy. Data collected from the point at which an employee informs the organisation that they plan to take shared parental leave is held securely and accessed by, and disclosed to, individuals only for the purposes of managing their shared parental leave and pay. Inappropriate access or disclosure of employee data constitutes a data breach and should be reported in accordance with the organisation's data protection policy immediately. It may also constitute a disciplinary offence, which will be dealt with under the organisation's disciplinary procedure.

**SAMPLE FORM FOR REFERENCE ONLY
ACTUAL FORM WILL BE SENT BY HR SUPPORT**

Please return this form to the Human Resources department.

This is to confirm that I elect to receive my OSPP as follows:-
(Please delete clearly the one which does not apply)

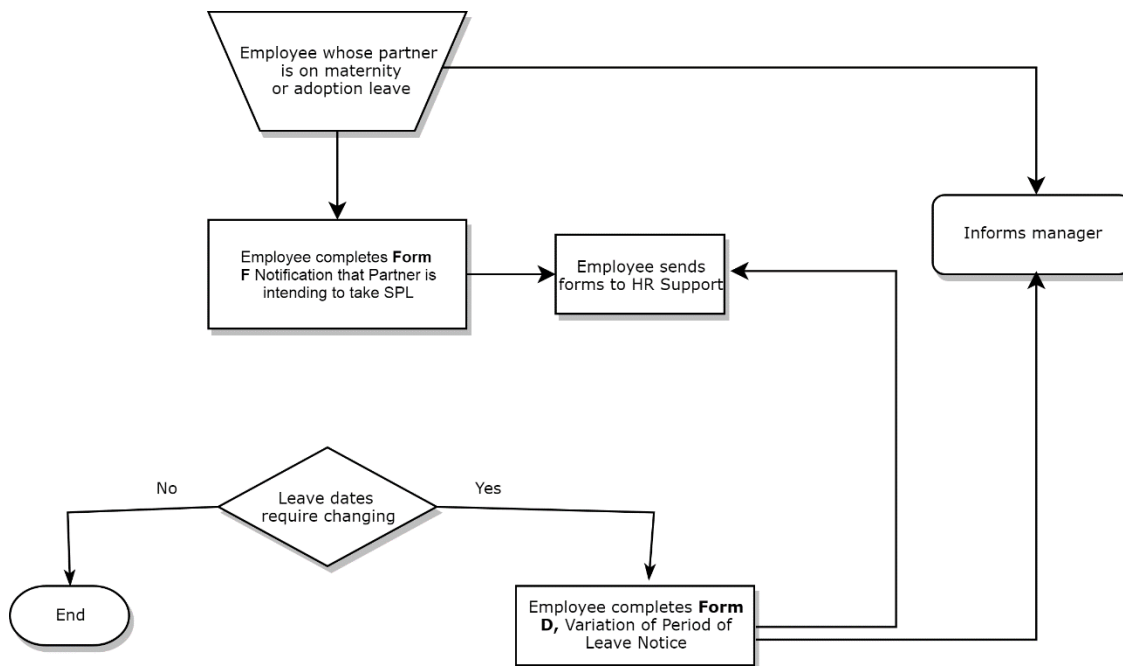
A: 12 weeks half pay paid at the same time as the first twelve weeks of the 33 weeks standard SPP, (during SPL)

or

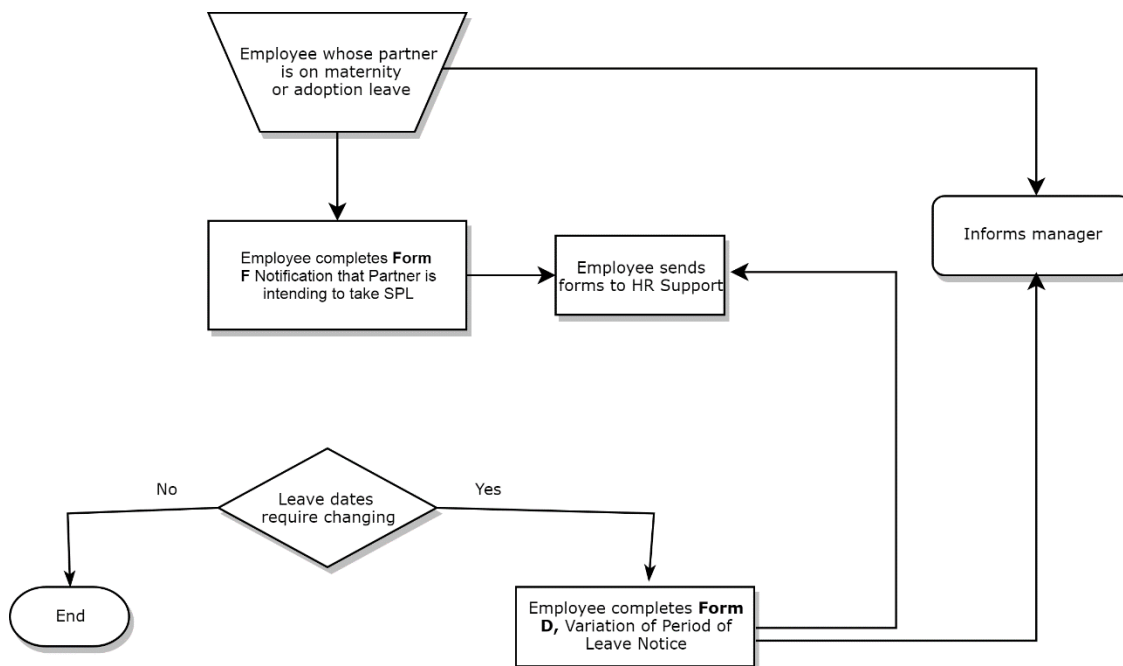
B: 6 weeks at full pay paid as a lump sum following return from shared parental leave

| EMPLOYEE DECLARATION | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| I understand that I will automatically receive vacancy information and I <i>do/do not</i> want to receive weekly news bulletins - delete as applicable. | |
| I will repay the OSPP if I do not return, and remain at work, for a period of at least three months after SPL. | |
| I understand that the total of SMP or SAP and OSPP will not exceed normal full pay, regardless of the option I choose, or when the payment is made. | |
| In the case of both partners working for Peterborough City Council this is to confirm that we both agree that OSPP should be paid to:- | |
| Employee Name: | Payroll Number: |
| Signed by both partners: | Date: |
| Employee Name: | Payroll Number: |
| Employee Name: | Payroll Number: |

Flow Chart for employees currently on maternity or adoption leave



Flowchart for Employees whose partners (non-PCC employees) are on maternity or adoption leave



MENOPAUSE POLICY

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1. Introduction

The council is committed to providing an inclusive and supportive working environment for everyone who works here.

Menopause is a natural part of every woman’s life, and it isn’t always an easy transition. With the right support, it can be much better. Whilst every woman does not suffer with symptoms, supporting those who do will improve their experience at work.

Menopause should not be taboo or ‘hidden’. We want everyone to understand what menopause is, and to be able to talk about it openly, without embarrassment.

This is not just an issue for women, men should be aware too.

The changing age of the UK's workforce means that between 75% and 80% of menopausal women are in work. Research shows that the majority of women are unwilling to discuss menopause-related health problems with their line manager, nor ask for the support or adjustments that they may need.

Note that this policy refers to 'women' throughout, but the principles equally apply to trans employees with menopausal symptoms.

It is not contractual and does not form part of the terms and conditions of employment.

2. Purpose

The purpose of this policy is to:

- Foster an environment in which colleagues can openly and comfortably instigate conversations or engage in discussions about menopause.
- Ensure everyone understands what menopause is, can confidently have good conversations, and are clear on the council's policy and practices, supported by Human Resources and Occupational Health.
- Reduce absenteeism due to menopausal symptoms.
- Assure women that we are a responsible employer, committed to supporting their needs during menopause.

3. Scope

These arrangements apply to all City Council employees. Schools are recommended to adopt the principles of this procedure into their individual school policies.

4. Definition

Menopause is defined as a biological stage in a woman's life that occurs when she stops menstruating and reaches the end of her natural reproductive life. Usually, it is defined as having occurred when a woman has not had a period for twelve consecutive months (for women reaching menopause naturally).

The average age for a woman to reach menopause is 51, however, it can be earlier or later than this due to surgery, illness or other reasons.

Perimenopause is the time leading up to menopause when a woman may experience changes, such as irregular periods or other menopausal symptoms. This can be years before menopause.

Postmenopause is the time after menopause has occurred, starting when a woman has not had a period for twelve consecutive months.

5. Symptoms of menopause

It is important to note that not every woman will notice every symptom, or even need help or support. However, an estimated 80% of women do experience some symptoms, with some experiencing symptoms that are classed as so severe the symptoms have a significant impact on the woman's everyday life.

Symptoms can manifest both physically and psychologically including, but not exclusively,

- psychological issues such as mood disturbances, anxiety and/or depression, memory loss, panic attacks, loss of confidence and reduced concentration
- hot flushes (brief and sudden surges of heat usually felt in the face, neck and chest)
- sleep disturbance that can make people feel tired and irritable
- night sweats (hot flushes that happen during the night)
- irregular periods and/or periods can become light or heavy
- muscle and joint stiffness, aches and pains
- recurrent urinary tract infections (UTIs) including cystitis
- headaches
- weight gain
- palpitations (heartbeats that become more noticeable)

- skin changes (dryness, acne, general itchiness)
- reduced sex drive

6. Support available

We all need to be supported in the workplace in order to do our best work and feel valued. Menopause symptoms can affect a woman's comfort and performance at work so we are committed to making any reasonable adjustments that we can to help employees manage the symptoms they are experiencing.

We encourage employees to tell their line manager that they are experiencing menopausal symptoms at an early stage. This will ensure that symptoms are treated as an ongoing Health issue and will help line managers to agree how best to support their direct reports.

If employees do not feel able to discuss their symptoms with their direct line manager, they may find it helpful to have an initial discussion with a trusted colleague, their union representative, another manager or an HR Advisor.

7. Respect at Work

We expect all council employees to conduct themselves in a helpful and open-minded manner. It is not acceptable for employees to experience negative behaviour because of symptoms that they are experiencing or because adjustments have been made to help them at work. If an employee experiences unacceptable behaviour they should raise these concerns using our Grievance Policy.

8. Roles and responsibilities

Members of Staff:

All staff are responsible for:

- Taking a personal responsibility to look after their health;
- Being open and honest in conversations with managers/HR and Occupational Health;
- Contributing to a respectful and productive working environment;
- Being willing to help and support their colleagues;
- Understanding any necessary adjustments their colleagues are receiving as a result of their menopausal symptoms.

Line Managers

All line managers should:

- Familiarise themselves with the Menopause Policy and Guidance;
- Be ready and willing to have open discussions about menopause, appreciating the personal nature of the conversation, and treating the discussion sensitively and professionally;
- Use the menopause guidance in signposting and reviewing together, before agreeing with the individual how best they can be supported, and any adjustments required;
- Record adjustments agreed, and actions to be implemented;
- Ensure ongoing dialogue and review dates;
- Ensure that all agreed adjustments are adhered to.

Where adjustments are unsuccessful, or if symptoms are proving more problematic, the Line Manager may:

- Discuss a referral to Occupational Health for further advice;
- Refer the employee to Occupational Health;
- Review Occupational Health advice, and implement any recommendations, where reasonably practical;
- Update the action plan and continue to review.

Occupational Health

The role of Occupational Health is to:

- Signpost to appropriate sources of help and advice;
- Provide support and advice to HR and Line Managers in determining and agreeing reasonable adjustments, if required;
- Monitor referrals due to menopause symptoms, and provide additional signposting, where

required;

Human Resources (HR)

HR will:

- Offer guidance to managers on the interpretation of this Policy and Guidance;
- Monitor and evaluate the effectiveness of this policy in respect of related absence levels and performance.

9. Employee Assistance Programme

Ongoing and additional support is available through the Employee Assistance Programme (EAP). Council staff can access the service on freephone 0800 030 5182, 24 hours a day.

10. Further Information

Further information can be found by following these external links:

National Institute for Health and Care Excellence (NICE) guidelines.

<https://www.nice.org.uk/guidance/ng23/ifp/chapter/About-this-information>.

The National Health Service provides an overview of menopause.

<http://www.nhs.uk/Conditions/Menopause/Pages/Introduction.aspx>.

Women's Health Concern (the patient arm of the British Menopause Society) –

www.womens-health-concern.org

British Menopause Society – <https://thebms.org.uk>

Support for premature menopause – www.daisynetwork.org.uk

Faculty of Occupational Medicine – <http://www.fom.ac.uk/health-at-work-2/information-for-employers/dealing-with-health-problems-in-the-workplace/advice-on-the-menopause>

Henpicked, Menopause in the Workplace – <https://henpicked.net/menopause-at-work/>

Menopause Café – 'gather to eat cake, drink tea and discuss menopause' –

www.menopausecafe.net

Talking Menopause – www.talkingmenopause.co.uk

Menopause at Work - a practical guide for line managers

These guidelines should be read in conjunction with the Menopause Policy available through InSite.

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| Your role as a line manager |
| It's good to talk |
| Carry out a risk assessment |
| Discuss appropriate adjustments |
| Manage performance proactively and positively |
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| Employee Assistance Programme |
| Useful resources |

1. About this guide

Whether you have a large or small team, chances are you manage at least one woman. Most women will experience menopausal symptoms at some stage, but some may not feel confident to talk with their line manager about the menopause. It's a natural stage of life experienced by half of the workforce at some point and yet its a taboo subject in many workplaces.

This means many employees with menopause symptoms, which can be severe, suffer in silence. The menopause needn't be an awkward or embarrassing topic. It certainly shouldn't mean that a woman needs to press pause on her working life. Often a few simple changes to someone's working environment can make a world of difference - enabling someone experiencing menopausal symptoms to continue performing and contributing to their full potential. Even talking about it openly can reduce the impact of someones symptoms.

This guide will help you to:

- be confident about your role in managing and supporting colleagues with menopausal symptoms
- understand and reduce the barriers that could potentially prevent a colleague going through the menopause transition from performing and or developing to their full potential
- identify appropriate workplace changes or adjustments to support team members and help them thrive at work
- foster an inclusive working environment in which everyone is treated fairly

Note that this guide refers to 'women' throughout, but the principles equally apply to trans employees with menopausal symptoms.

2. What every manager needs to know about the menopause

Every manager should know what the menopause is, when it happens and how it can affect people.

What is it?

It's a natural stage of life when a woman's oestrogen levels decline and she stops having periods. As menopausal symptoms are typically experienced for several years, it is best described as a transition rather than a one off event.

When does it happen?

The menopause typically happens between age 45 and 55.

The perimenopause is the phase leading up to the menopause, when a woman's hormone balance starts to change. For some women this can start as early as their twenties or as late as their late forties.

The average age for a woman to undergo the menopause in the UK is 51, but around 1 in 100 experience it before the age of 40. This is known as premature ovarian insufficiency (POI), or 'premature menopause'. Often there is no clear cause for the early onset of menopause, but it can be as a result of surgery (for example hysterectomy, oophorectomy), illness or treatment (such as chemotherapy).

What are the symptoms?

The menopause can cause a wide range of physical and psychological symptoms that can last for several years. The majority of menopausal women experience symptoms, but everyone is different. Symptoms can fluctuate and be felt to varying degrees. Experiencing any of the typical symptoms can pose a challenge for women as they go about their daily lives, including at work.

Some of the most typical symptoms of the menopause include:

- psychological issues such as mood disturbances, anxiety and/or depression, memory loss, panic attacks, loss of confidence and reduced concentration
- hot flushes (brief and sudden surges of heat usually felt in the face, neck and chest)
- sleep disturbance that can make people feel tired and irritable
- night sweats (hot flushes that happen during the night)
- irregular periods and/or periods can become light or heavy
- muscle and joint stiffness, aches and pains
- recurrent urinary tract infections (UTIs) including cystitis
- headaches
- weight gain
- palpitations (heartbeats that become more noticeable)
- skin changes (dryness, acne, general itchiness)
- reduced sex drive

3. Your role as a line manager

You have an important role to play in ensuring that anyone experiencing menopausal symptoms gets the same support and understanding as if they had any other health issue.

Effective management of team members with menopausal symptoms that are impacting on their work will help you to improve your team's morale, retain valuable skills and talent, and reduce sickness absence.

Good people management is fundamental to supporting employee health and well-being, spotting early signs of ill health or distress, and initiating early intervention.

As a line manager, you will typically be:

- the first point of contact if someone needs to discuss their health concerns or needs a change or adjustment to their work or working hours, to enable them to perform to their full potential
- responsible for implementing the people management policies and practices that can help someone experiencing the menopause to feel supported, and to be effective in their role
- responsible for managing absence and keeping in touch if someone is off work ill or because of their menopausal symptoms, as well as supporting an effective return to work.

The level of trust you build with employees will determine the extent to which female colleagues are able to discuss menopausal symptoms and any support or adjustments they need at work.

If there are regular and informal one-to-ones between a manager and employee, this can provide the forum for a conversation about any changes to someone's health situation, including the menopause.

TOP TIP

Simple changes to your management style can make a world of difference

- Building relationships based on trust, empathy and respect will make it easier for an employee to feel comfortable about raising a health issue like the menopause.
- Regular and informal one-to-ones with members of your team can provide the forum for a conversation about any changes to someone's health situation, including the menopause.
- Asking people how they are on a regular basis will help to create an open and inclusive culture, and encourage someone to raise any concerns.
- Don't make assumptions – everyone is different, so take your lead from the individual.

4. It's good to talk

The easier you make it for someone to open up to you, the easier it will be to identify the support they need.

Menopause can affect people's confidence and it can be very daunting talking to someone who has no knowledge/awareness of the menopause.

The more supportive and knowledgeable you are about the range of menopausal symptoms, the less likely that women will feel embarrassed to approach you and discuss how the menopause is affecting their health and their work. Awareness about the symptoms and range of support available in the organisation will also increase your own confidence in discussing the issue.

While any health condition can understandably be a sensitive and personal issue for many, some of the symptoms associated with the menopause can manifest themselves in a particularly intimate, even visible, way. It's therefore understandable why many women could feel embarrassed and reluctant to discuss the impact of their symptoms.

However, most people would prefer a concerned and genuine enquiry about how they are as opposed to silence.

Don't make assumptions about someone's health condition or ask them a direct question as to whether they have menopause symptoms. If you have concerns about someone's well-being or performance, ask general, open questions such as, 'How are you doing at the moment?' or 'I've noticed you've been arriving late recently, and I wondered if you're okay?' It's up to the individual to disclose any particular symptoms or health issues they may be experiencing.

Approach conversations with empathy, and try not to be embarrassed by the issue and how the individual is feeling. Regular catch-ups or one-to-ones are an opportunity to start the conversation, which should always be in a private, confidential setting where the employee feels at ease.

CONFIDENTIALITY

If someone tells you about their health condition, including menopausal symptoms, this should be treated as confidential. If they want information about their condition to be shared, consent must be explicit. You should discuss with them who will be told and by whom, as well as the information they do or don't want shared with colleagues.

TOP TIP

How to approach a sensitive conversation

It's important to set the right tone when opening a conversation about any sensitive issue. But try not to worry too much – being over-sensitive will stop you from doing or saying anything.

Review this checklist before approaching a sensitive conversation, and you won't go far wrong:

- Avoid interruptions – switch off phones, ensure colleagues can't walk in and interrupt.
- Ask simple, open, non-judgemental questions.
- Avoid judgemental or patronising responses.
- Speak calmly.
- Maintain good eye contact.
- Listen actively and carefully.
- Encourage the employee to talk.
- Give the employee ample opportunity to explain the situation in their own words.
- Show empathy and understanding.
- Be prepared for some silences and be patient.
- Focus on the person, not the problem.
- Avoid making assumptions or being prescriptive

5. Carry out a risk assessment

Fulfilling your legal responsibility for health and safety will help ensure an employee's symptoms are not being exacerbated by their job.

Employers have a legal duty to make a suitable and sufficient assessment of the workplace risks to the health and safety of their employees.

Risk assessments should consider the specific needs of menopausal women and ensure that the working environment will not make their symptoms worse. Often, making simple changes to the working environment can help to alleviate the impact of some symptoms.

TOP TIP

A risk assessment should look at issues such as:

- temperature and ventilation
- the materials used in any uniform or corporate clothing
- access to toilet facilities and access to cold water.

Check out the Health and Safety page on Insite for further details.

6. Discuss appropriate adjustments

Simple changes to someone's role or working environment can help ensure the menopause does not become a barrier to performance.

Certain aspects of a job or the workplace can represent a barrier for someone experiencing menopausal symptoms. As a manager, you have a responsibility to consider and put in place reasonable adjustments to alleviate or remove these barriers wherever possible, so that women experiencing symptoms can carry on performing in their role.

Start by having a confidential, two-way conversation with the individual concerned, to identify the specific issues that person is experiencing. Consider involving relevant experts where appropriate, such as occupational health, to help identify appropriate adjustments that could be put in place to help ease the impact of their symptoms on their work.

Record any specific needs (and agreed adjustments) and review these at least annually. Symptoms of the menopause can fluctuate over time, so make sure you have regular discussions with the person concerned to ensure that the support still meets their needs.

What kind of adjustments could help?

Examples of adjustments that could be made to support women experiencing menopausal symptoms include:

- Providing private areas for women to rest, recover or make a telephone call to access personal or professional support.
- Ensuring working time arrangements are flexible enough to meet the needs of menopausal women. For example, they may also need more breaks during the day, or may need to leave work suddenly if their symptoms become severe.
- Facilitating a comfortable working environment wherever possible – including adequate drinking water supplies, temperature-controlled areas, and access to toilets and showers or washing facilities.

7. Manage Performance proactively and positively

If someone's performance is suffering, it's important to help them address the root cause. In some cases, menopausal symptoms can be so serious that they affect a person's performance at work. In this situation, it's in everyone's interest to discuss potential adjustments that could help the individual perform to their full potential.

Where there are suspected or known health issues, these should be explored, prior to any formal processes for underperformance. Performance management should not just be a one-off annual appraisal meeting. It is most effective when it's proactive, informal and based on regular and constructive feedback and discussion. This helps to build trust-based relationships and two-way dialogue, making it easier to address any underlying health issues. If you don't address the root causes of poor performance, any solutions are unlikely to fully resolve the issue – and problems can spiral into sickness absence.

TOP TIP

How to manage health issues and performance

- Have regular, informal catch-ups with employees.
- Approach performance conversations supportively and positively.
- Take any health issues fully into account where there is underperformance on the part of an individual.
- Identify any extra support or coaching the person may benefit from.
- Set reasonable timescales for improvements.

For more information on managing health issues and performance, please read the following policies and guidance:

- Attendance and Absence Management Policy and Guidelines
- Capability Policy and Guidance

8. Practical tips for supporting the menopause transition

The menopause affects people in different ways, but there are some practical steps you can take to support women experiencing the menopause at work, and help to minimise some of the most common symptoms.

Sleep disruption and/or night sweats

- Recognise someone may take more short-term absence if they've had a difficult night.
- Consider a change to shift patterns or the ability to swap shifts on a temporary basis.
- Offer a flexible working arrangement, for example a later start and finish time.
- Explore the possibility of working from home on an ad hoc basis if they've had a rough night.

Hot flushes and/or daytime sweats

- Look at ways to cool the working environment, for example a USB fan
- Provide easy access to cold drinking water and washrooms.
- Adapt uniforms to improve comfort.
- Limit the time wearing personal protective equipment (PPE) such as face masks.

Heavy or irregular periods

- Provide easy access to washroom and toilet facilities.
- Allow for more frequent breaks to go to the toilet.
- Allow someone to temporarily work from home if they have very heavy bleeding.
- Make it easy to request extra uniforms if needed.

Headaches and fatigue

- Consider a temporary adjustment to someone's work duties.
- Provide a quiet area to work.
- Offer easy access to drinking water.
- Allow regular breaks and opportunities to take medication.

Muscular aches, and bone and joint pain

- Make any necessary temporary adjustments through review of risk assessments and work schedules.
- Allow someone to move around or stay mobile, if that helps.

Psychological issues (for example loss of confidence, poor concentration, anxiety, and so on)

- Encourage employees to discuss concerns at one-to-one meetings with you and/or occupational health.
- Discuss possible adjustments to tasks and duties that are proving a challenge.
- Address work-related stress by carrying out a stress risk assessment
- Signpost to the employee assistance programme or refer to Occupational Health
- Identify a supportive colleague to talk to away from the office or work area,
- Allow time out from others when needed, to have some quiet time or undertake relaxation or mindfulness activities.
- Provide access to a quiet space to work or the opportunity to work from home.
- Have agreed protected time to catch up with work.
- Discuss whether it would be helpful for the employee to visit their GP, if they haven't already.

9. Employee Assistance Programme

Ongoing and additional support is available through the Employee Assistance Programme (EAP). Council staff can access the service on freephone 0800 030 5182, 24 hours a day.

10. Useful Resources

NHS guidance on menopause – www.nhs.uk/conditions/menopause/

British Menopause Society – <https://thebms.org.uk>

Support for premature menopause – www.daisynetwork.org.uk

Henpicked, Menopause in the Workplace – <https://henpicked.net/menopause-at-work/>

Menopause Café – 'gather to eat cake, drink tea and discuss menopause' –

www.menopausecafe.net

Talking Menopause – www.talkingmenopause.co.uk

The Menopause Exchange – www.menopause-exchange.co.uk

Menopause Matters – www.menopausematters.co.uk

Menopause Support – <https://menopausesupport.co.uk/>

Meg's Menopause – <https://megsmenopause.com/menopause/>

| | |
|-----------------------------|--------------------------|
| EMPLOYMENT COMMITTEE | AGENDA ITEM No. 5 |
| 19 MARCH 2020 | PUBLIC REPORT |

| | | |
|--------------------------------|---------------------------------------------------------------------------|-------------|
| Report of: | Mandy Pullen – Assistant Director HR & Development | |
| Cabinet Member(s) responsible: | Councillor Farooq, Cabinet Member for Digital Services and Transformation | |
| Contact Officer(s): | Mandy Pullen, Assistant Director HR and Organisational Development | Tel. 863628 |

GENDER PAY GAP RESULTS

| R E C O M M E N D A T I O N S | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| FROM: Mandy Pullen | Deadline date: 30 March 2020 |
| <p>It is recommended that Employment Committee:</p> <p>1. Accept the results of the gender pay gap calculations of 31 March 2019 that must be reported on the relevant gov.uk portal by 30 March 2020.</p> | |

1. ORIGIN OF REPORT

1.1 This report is submitted to Employment Committee following a referral from Joint Management Team on 6 February 2020.

2. PURPOSE AND REASON FOR REPORT

2.1 The purpose of this report is to ensure that members are fully aware of the results of the gender pay gap analysis before the results are published on the government portal and the council's website.

2.2 This report is for the Employment Committee to consider under its Terms of Reference No. 2.3.2.6

To promote and pursue a policy of equal opportunities in employment.

3. TIMESCALES

| | | | |
|---------------------------------------------|-----------|----------------------------------|--|
| Is this a Major Policy Item/Statutory Plan? | NO | If yes, date for Cabinet meeting | |
|---------------------------------------------|-----------|----------------------------------|--|

4. BACKGROUND AND KEY ISSUES

4.1 From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. Public sector organisations must calculate their figures on a 'snapshot' date (31 March 2019) and publish results by 30 March 2020. Employers must both:

- publish their gender pay gap data, and a written statement on their public facing website,
-

and

- report their data to government online - using the gender pay gap reporting service.

Gender pay gap reporting compares the hourly rate on a fixed date at gender level only. The mean gender pay gap in the council has reduced from 7.2% in 2018 to 5.4% in 2019. The median gender pay gap has reduced from 3.6% to 2.1%. The workforce was 71.7% female in 2018 and has now reduced slightly to 70.8% female in 2019.

Our job evaluation scheme and recruitment processes are designed to remove any bias and ensure all appointments are solely based on the requirements of the role and no other factor. Therefore, if challenged we could prove the robustness of our recruitment and promotion systems. The results have improved again this year and remain well below the public sector average.

The full report follows at Appendix A.

5. CONSULTATION

- 5.1 This data has been shared with Directors and with the joint trade unions.

6. ANTICIPATED OUTCOMES OR IMPACT

- 6.1 Once members are briefed this information will be published and shared on the council's website. The gender pay gap figures will be uploaded to the national website set up for reporting gender pay gap data.

7. REASON FOR THE RECOMMENDATION

- 7.1 To be fully compliant with the requirements and expectations of this legislation. Obtaining this data allows us to monitor our pay gaps and determine actions to reduce it further where applicable.

8. ALTERNATIVE OPTIONS CONSIDERED

- 8.1 The data has to be published in the format set out in the legislation.

9. IMPLICATIONS

Financial Implications

- 9.1 There are no specific financial implications related to this item.

Legal Implications

- 9.2 This reporting fulfils the council's legal obligations in respect of employment equalities reporting.

Equalities Implications

- 9.3 This assists us with monitoring of data in respect of gender.

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 10.1 Employment data extracted from the payroll system.
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

11. APPENDICES

11.1 Gender Pay Gap report

Gender Pay Gap Report

Published March 2020

Peterborough City Council is required by law to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our council; it does not involve publishing individual employees' data. The data used for the calculations is the council's pay data as of 31 March 2019.

We are required to publish the results on a government gender pay gap [website](#) and in addition it is advisable to publish the high level results on the Peterborough City Council website alongside our pay and transparency data.

Gender pay reporting is used to assess:

- the levels of gender equality in the workplace
- the balance of male and female employees at different levels.

Few employers in Peterborough can boast the breadth and variety of roles we enjoy at Peterborough City Council. With over 1,100 employees, we are one of the biggest employers in the city with a diverse workforce to be proud of. We are committed to equality within our workforce. Our flexible working practices and wide range of roles ensures that we encourage and support employees to come to work for us and to develop their long-term career to stay with us.

Action we are taking

The council is committed to reviewing the results of equal pay audits it carries out (including gender pay gap analysis) to ensure there is no gender bias in respect of pay or in recruitment and other processes. Recent actions taken have included:

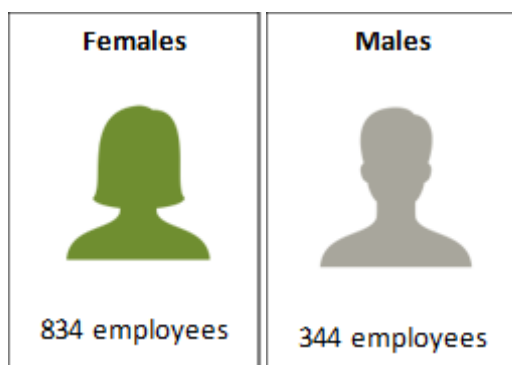
- A continuing drive has been given to apprenticeships which is allowing existing staff to undertake qualifications from level 2 to level 7 whilst they continue in their existing role. We believe that this will encourage staff to gain additional qualifications allowing them to improve their promotion prospects whilst learning on-the-job.
- Wherever possible the council works to an 'agile' working method which allows many staff the maximum flexibility within their working day, providing that the delivery of the service is not compromised.
- This council is delivering services with other local authorities in the local area. This is providing a wide range of opportunities for staff to develop their skills, and consider alternative broader roles going forward.
- The council offers a wide range of flexible working options to encourage employees to return to work after taking maternity and carers' leave.

Our aim is to simplify the range of terms and conditions on which staff are employed whilst maintaining protection where appropriate for (a) staff that have been transferred into the council from other organisations and (b) those that are covered by specialist professional conditions. By bringing staff together the process to evaluate roles under a single job evaluation scheme is made simpler over time as job roles are assessed on a consistent set of factors. The council's use of the National Joint Council job evaluation scheme ensures that there is a consistent, rigorous evaluation of individual job roles against agreed criteria, which does not allow for any personal gender bias.

To mitigate against gender pay bias this council ensures:

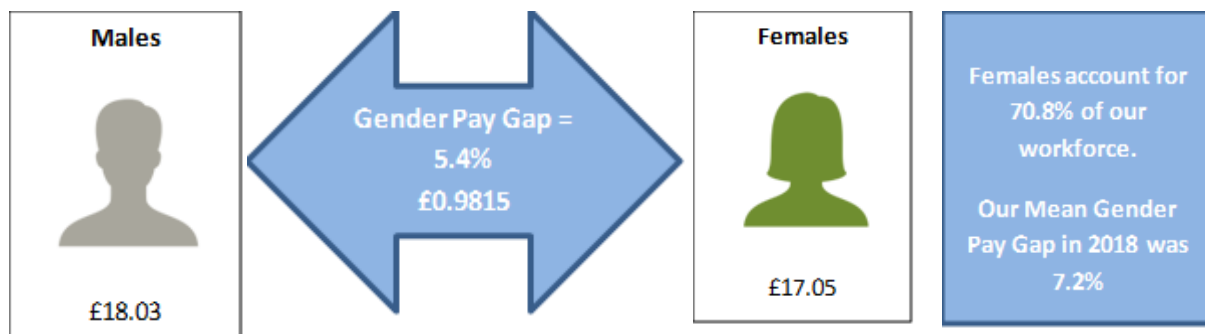
- Salaries are the same for posts which have been evaluated as being of equal worth regardless of the gender (or any other protected characteristic) of the individual filling the role.
- Staff in most cases progress through the increments within a grade automatically.
- There are no circumstances within the standard grading structure where men and women in the same grade and with the same length of service are paid different basic salaries.
- There are no opportunities for managers to pay bonus or any other non-objective form of payment to any employee.
- Gender bias is eliminated as far as possible within the recruitment and development processes.
- All existing staff are provided with at least an annual review which includes consideration of their development.
- One of the main criteria of a recent review of the pay scales was to ensure that no pay grade contained more than six points. This helps to ensure that staff with shorter service can reach the top of their pay scale within five years.

Our Workforce Profile

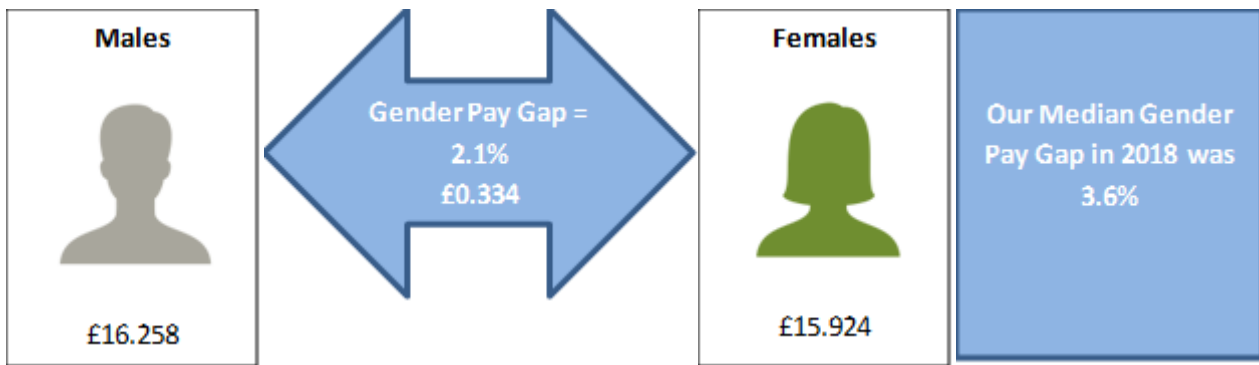


On 31 March 2019 we had 1,178 employees, of which 70.8% were female, and 29.2% male.

Mean Gender Pay Gap in Hourly Pay



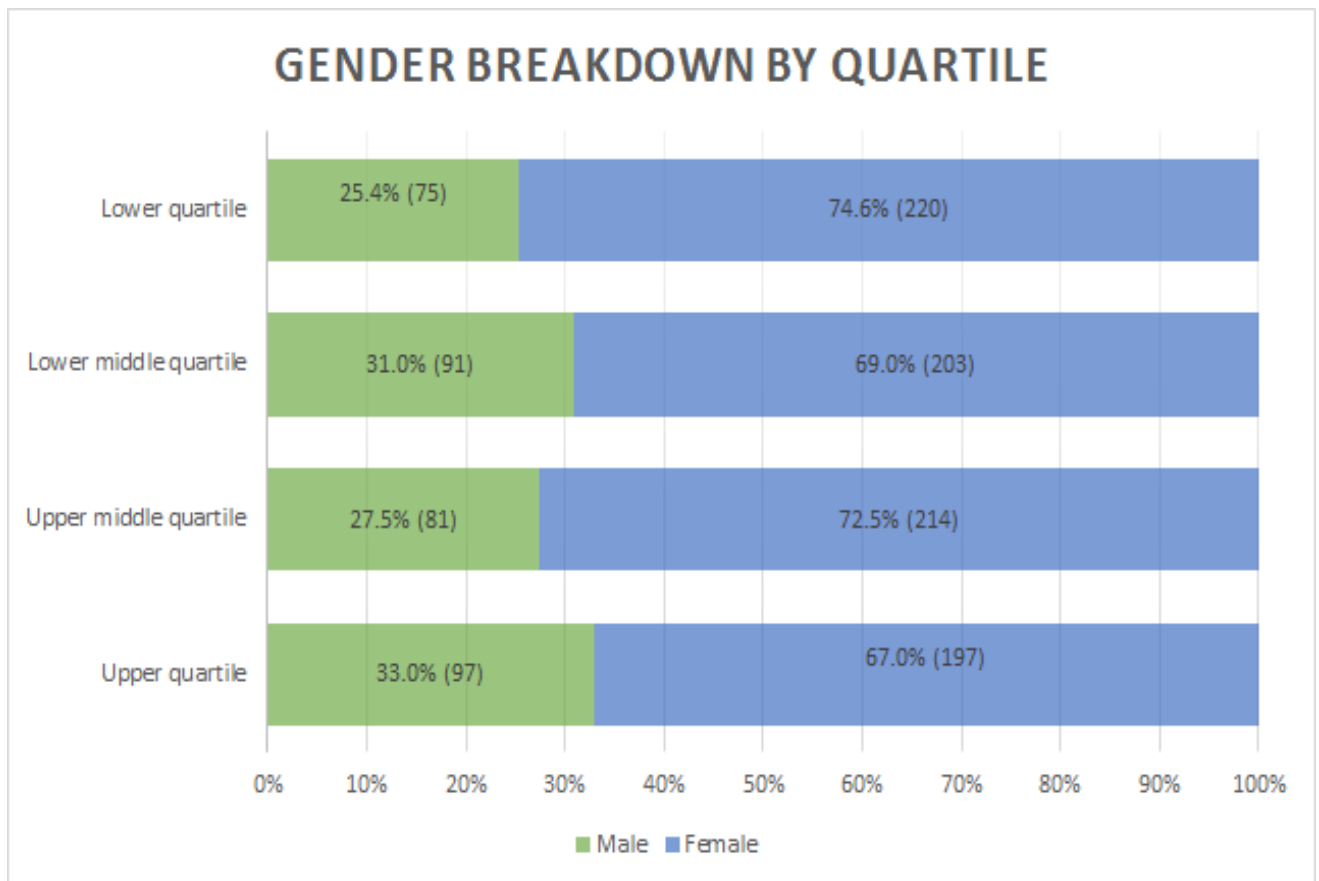
Median Gender Pay Gap in Hourly Pay



Mean, Median and Proportion of Males and Females Receiving a Bonus Payment

Peterborough City Council does not operate a bonus payment scheme, and therefore has no bonus payment gender pay gap.

Proportion of Males and Females in Each Pay Quartile



The graph above outlines the gender split by pay quartile. The lower quartile range relates to hourly rates of up to £12.35. The lower middle quartile is hourly rates of £12.35 - £15.92. The upper middle quartile is hourly rates of £15.92 – £19.75. The upper quartile relates to hourly rates of £19.86 and above.

Further analysis of the data demonstrates that the proportion of females in each quartile is fairly consistent with the total in the workforce. However, there is a slightly higher proportion in the lower quartile and slightly lower proportion in the higher. There are slightly more males in the lower middle and upper quartile than in the workforce overall but the figure is lower in the lower and upper middle quartiles. This distribution helps to explain the higher median hourly rate for males. The percentage of

the workforce in the lower middle and lower quartiles has reduced from last year which suggests that our management of the gender pay gap is achieving results.

Next Steps

The challenge in our Council, as it is nationally, is to eliminate any gender pay gap. We will continue to work on initiatives to reduce our gender pay gap by showing real commitment to the actions listed above. An equal pay audit will also be undertaken as part of our Equality Monitoring reporting.