ROYAL ACADEMY OF MUSIC

EQUALITY IMPACT ASSESSMENT

Department	HR
Policy	Menopause Policy

1. Description of Policy

The Menopause Policy (the Policy) sets out the rights of staff members experiencing menopausal systems at work and explains the support available to them. Reference to the menopause within the Policy also applies to the perimenopause. The Policy applies to anyone working for the Academy, including contractors, volunteers, interns and apprentices.

This Equality Impact Assessment considers whether the Policy could have a positive, negative, or differential impact on individuals who share protected characteristics under the Equality Act 2010.

The policy is published on the Academy's Policy Repository at Policy Repository - Human Resources - Current Policies - Human Resources

2. Could the Policy/project have an adverse impact on equality? Please consider this in relation to the following protected characteristics as defined by the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The policy is compliant with, and upholds, the principles of the Equality Act 2010 and will not have an adverse impact on equality. However, the Policy could be improved by:

- The inclusion of a reference to the Equality Act 2010 as the Policy specifically relates to the protected characteristics of age, sex, disability, and gender reassignment.

- The inclusion of relevant NHS information, particularly as this relates specifically to a number of protected characteristics detailed within the Equality Act 2010.

- Clarifying the procedure for individuals to request institutional support relating to menopausal symptoms.

- Revising the listing of potential reasonable adjustments to ensure that this includes those related to flexible working provisions, workplace adjustments, adjustments in the work environment and leave provisions.

Line managers supporting employees experiencing menopausal or perimenopausal symptoms could also be directed to the: https://www.acas.org.uk/menopause-at-work/menopause-and-the-law

3. Does the Policy/project provide opportunities to make a positive impact on equality?

The Policy states that individuals experiencing menopausal or perimenopausal symptoms should feel confident in discussing their needs, asking for support and reasonable adjustments, so they can continue working and play a full part in Academy life. Employees are encouraged to inform line managers at an early stage if they are experiencing symptoms. This will help line managers understand the most appropriate way to support their needs and facilitate discussions around reasonable adjustments.

There are a range of reasonable adjustments that can be implemented to support individuals experiencing symptoms and these are listed in detail in the Policy. In some cases a referral to occupational health, for advice on how symptoms are impacting the employee at work and to make recommendations on potential reasonable adjustments, may be appropriate.

The Policy states that it is important for line managers to recognise that employees experiencing symptoms may feel uncomfortable or embarrassed to approach them. Where managers are made aware of the symptoms and associated issues this can help to promote a more supportive environment and culture where reasonable adjustments can be more easily discussed and implemented. Such discussions will be handled sensitively and confidentially, and information only shared with the consent of the individual concerned. All line

managers are encouraged to complete the online training module on the menopause at work, available via the Learn Upon platform.

The Policy also states that reasonable discretion will be exercised in instances of absence from work as a result of menopause or perimenopause symptoms. The Academy also provides an informal Menopause Support Network for staff experiencing the menopause.

The Policy, therefore, has the scope to have a positive impact with regard to the following protected characteristics:

Age; Menopause primarily affects individuals aged between 45 and 55 but may occur earlier or later. The policy is expected to have a positive impact by:

- Providing support to employees experiencing menopausal symptoms.
- Improving awareness among managers and colleagues.
- Supporting retention of experienced staff.

Sex; Women are most commonly affected by menopause and may experience disadvantage if symptoms are misunderstood or unsupported. The policy supports:

- Gender equality.
- Employee wellbeing.
- Ensuring no workplace disadvantage.
- Improved retention and career progression.

Gender reassignment; Some transgender men and non-binary individuals may experience menopause symptoms. Without inclusive language, these individuals may feel excluded from support. The Policy is inclusive of all employees who experience menopause symptoms, regardless of gender identity and uses inclusive language such as 'employees experiencing menopause'.

Disability; Menopause symptoms may interact with existing disabilities or long-term health conditions and may, in some circumstances, amount to a disability under the Equality Act 2010. The Policy promotes equality for individuals with a disability by providing reasonable adjustments, supporting occupational health referrals, and promoting individual support.

4. What evidence has been considered? What consultation has been undertaken?

The policy was updated in consultation with the following staff groups, departments and external advisory agencies:

- The Policy Review Group, which includes the Registrar and Director of Student Operations, Director of Finance and Director of HR
- The HR team

- The EIA sub-committee
- Brightmine (formerly Xpert HR)
- CIPD website
- Equality and Human Rights Commission
- ACAS
- Vinci Works

5. What actions have been agreed as a result of this EIA?

Progress on the actions detailed below will be reported to the Belonging Committee.

Action	Who	Timescale
Revise the Policy as suggested in section 2 above.	HR	September 2026
Ensure line managers are aware of the ACAS Menopause At Work guidance. (Added to the policy)	HR	September 2026
Recommend that Line Managers who have staff members experiencing symptoms complete the Learn Upon module.	HR	September 2026

Received by the Belonging Committee
Date: 22/10/26