

Please fill in the table below										
QUESTIONS	Q.1 What is the gender breakdown of your employees, at the date this request is received: a. Male (including trans men) b. Female (including trans women) c. Non-binary d. Other	Q.2 Does your Trust have a workplace menopause policy?	Q.2a If yes to Q2, please outline the specific support available for your Trust's employees going through the menopause.	Q.3 Does your Trust have a 'menopause champion'?	Q.4 Does your Trust offer flexible working for your employees going through menopause?	Q.5 Has your Trust received any employee complaints that mention the menopause?	Q5a. If yes to Q.5, please specify how many employee complaints that mention the menopause you have received.	Q.6 How many women (including trans women) and men (including trans men) of the following age ranges worked at your Trust in the following months? a. Under 25 b. 25-34 c. 35-44 d. 45-54 e. 55-64 f. 65 and over		
RESPONSE	a. 965 b. 2914 Please note we are only able to record genders as male/female on ESR.	No. It is a Menopause Wellbeing and Work Guidance Toolkit. Work is in place to introduce a policy.	n/a	Yes	KMPT offers flexible working and reasonable adjustments around menopause which can be considered by line managers.	No concerns raised formally.	n/a	Dec-21 a. 239 b. 699 c. 876 d. 1037 e. 669 f. 84	Dec-22 a. 233 b. 732 c. 865 d. 1000 e. 703 f. 93	Dec-23 a. 246 b. 773 c. 892 d. 1073 e. 766 f. 96