**NORTH WEST REGIONAL COLLEGE**

**EQUALITY SCREENING REPORT**

**POLICIES SCREENED IN QUARTER 4 (January 2019 to March 2019)**

| **Policy title** | **Aim of Policy** | **New / existing / revised policy** | **Date of Screening** | **Screening decision** |
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| Menopause Policy | The aims of this policy are 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 College’s policy and practices, supported by HR Services and Occupational Health; educate and inform managers about the potential symptoms of menopause, and how they can support women at work; ensure that women suffering with menopause symptoms feel confident to discuss it and ask for support and any reasonable adjustments so they can continue to be successful in their role; reduce absenteeism due to menopausal symptoms and assure women that we are a responsible employer, committed to supporting their needs during menopause | New |  1 April 2019  | The policy has no impact on any of the Section 75 equality categories |
| Flexitime Scheme | To enable staff to plan working hours to balance their personal needs with those of the College, thus increasing the efficiency of the organisation and staff work/life balance. | Revised | 10 April 2019 | No impact |
| Appeals Procedures, Local Government Pension Scheme | This guide is to help you understand the procedures for settling any disagreement or complaint you may have about the decision that the North West Regional College has made about your allocation to a contribution rate. | Revised | 17 May 2019 | No impact on any of the Section 75 equality categories |
| Equal Opportunities Policy | The aim of this policy statement is to emphasise the commitment of the North West Regional College, to securing equality of opportunity for all employees and applicants to the College. The statement affirms that both Management and Unions will rigorously pursue the objectives and principles set out herein and be committed to promoting equality of opportunity and fair participation within the College. | Revised |  5 June 2019  | No impact on any of the equality categories as policy promotes equality across all categories |