

Menopause Survey Derbyshire Constabulary April 2019

Author: Dr Fran Boag-Munroe
Police Federation of England and Wales

| | | |
|--------------------------------|---|---|
| Security classification | <input checked="" type="checkbox"/> Not protectively marked | May be published openly / immediately |
| | <input type="checkbox"/> Protected | Review whether broader publication |
| | <input type="checkbox"/> Restricted | Not for open publication. Restricted to: |
| | <input type="checkbox"/> Confidential | |

Contents

| | |
|--|---|
| 1. Introduction | 3 |
| 2. Participants and procedure | 3 |
| 3. Experience of the menopause at work | 4 |
| 4. Experiences of working during the menopause | 6 |
| 5. Disclosure and absence due to the menopause | 7 |
| 6. Experiences and awareness of managers | 8 |

1. Introduction

The Menopause Survey 2018 was the first of its kind to examine the experiences and awareness of the menopause amongst police officers and police staff at a national level in England and Wales. In particular, it looked at the experiences of individuals who have either gone through or are going through the menopause and the experiences, as well as awareness of managers and supervisors in terms of supporting individuals who are going through the menopause.

This report provides an overview of some of the key findings from the survey for Derbyshire Constabulary.

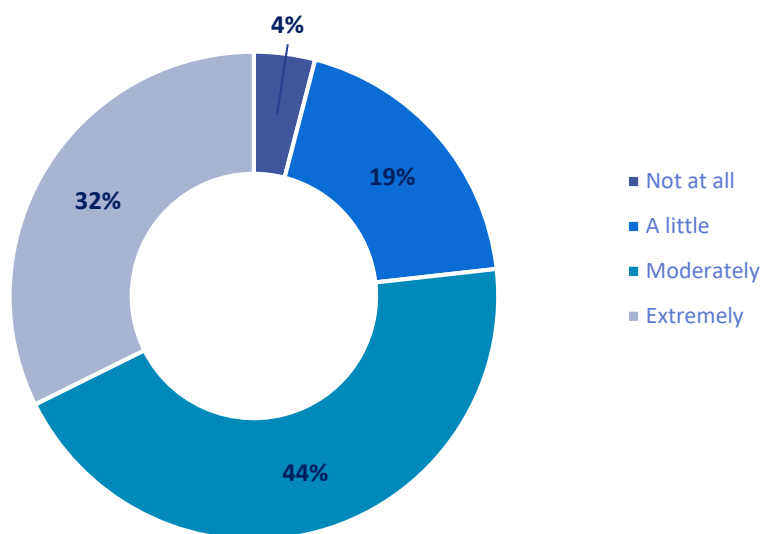
2. Participants and procedure

Overall 249 responses were received from respondents in Derbyshire Constabulary. 43% of responses were from police officers and 57% were from police staff. 174 respondents completed questions about their experiences of the menopause at work. 64 respondents answered questions relevant to line managers and supervisors (there was an overlap of 25 respondents who completed both sets of questions). A further 36 responses were received from other respondents within Derbyshire Constabulary (i.e. respondents without personal experience of the menopause or managerial responsibilities). Due to the smaller number of respondents within this latter group, these responses have not been reported below, however they have been included within the national statistics.

3. Experience of the menopause at work

76% of respondents in Derbyshire Constabulary said that symptoms of the menopause were either moderately or extremely problematic. This is the same as the national average, where 76% of respondents reported that symptoms of the menopause were moderately or extremely problematic.

Chart 1: Overall, how problematic have symptoms of the menopause been for you at work?



Respondents were asked about the aspects of their working environment that made coping with symptoms of the menopause moderately or extremely difficult. The proportion of respondents in Derbyshire Constabulary who reported that these aspects of their working environment made coping moderately or extremely difficult are presented in Table 1 below, along with the corresponding proportions for the country as a whole.

Table 1: Aspects of the working environment (where applicable) that made coping with symptoms of the menopause moderately or extremely difficult

| | Derbyshire Constabulary | National Sample |
|---|-------------------------|-----------------|
| Recalling detailed information | 49% | 50% |
| Having to work shifts | 27% | 33% |
| Having fixed working hours | 20% | 20% |
| The temperature of your working environment | 62% | 61% |
| Inadequate opportunity to control ventilation in your working environment | 61% | 57% |
| Inadequate access to toilet facilities | 9% | 16% |
| Shared offices/workspaces | 26% | 27% |
| The physical demands of the job | 21% | 26% |
| The design of uniforms | 13% | 23% |
| The pressure of tight deadlines | 26% | 32% |
| Your workload | 31% | 38% |
| Not being office-based | 7% | 9% |
| Having to make difficult decisions within your job | 22% | 26% |
| Having to attend formal meetings | 15% | 18% |
| Having to maintain your position for long periods without relief | 15% | 18% |

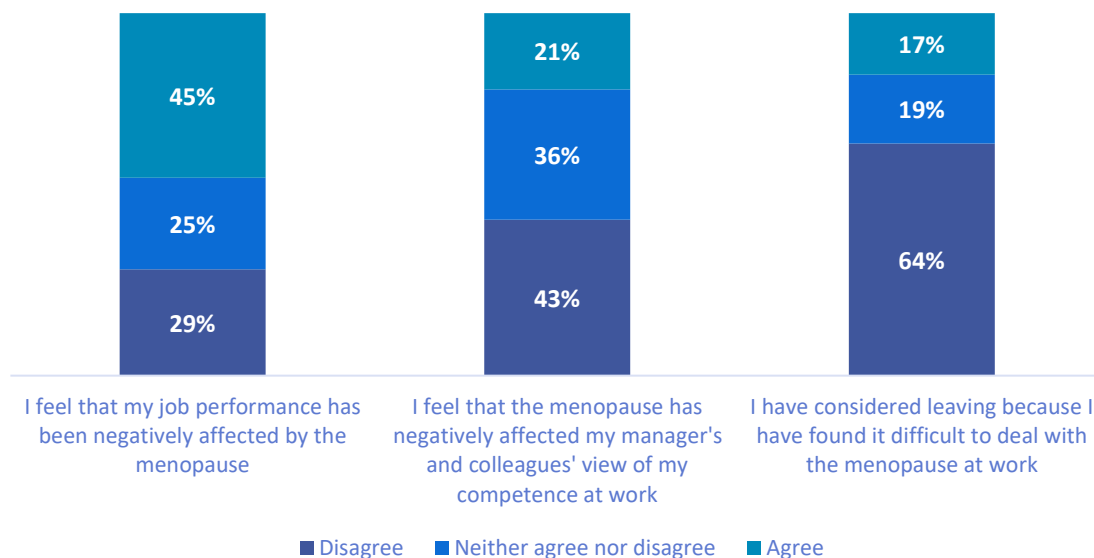
4. Experiences of working during the menopause

45% of respondents in Derbyshire Constabulary said that they felt that their job performance had been negatively affected by the menopause. This is lower than the national sample, where 46% felt that their job performance had been negatively affected by the menopause.

21% of respondents felt that the menopause had negatively affected their manager's and colleagues' views on their competence at work. Within the national sample, 21% of respondents who had either gone through or were going through the menopause felt this way.

17% of respondents in Derbyshire Constabulary said that they had considered leaving because they have found it difficult to deal with the menopause at work. This is lower than the national average, where 20% of respondents said that they had considered leaving as a result of the menopause.

Chart 2: Experiences of work as a result of the menopause



5. Disclosure and absence due to the menopause

54% of respondents in Derbyshire Constabulary said that they had disclosed to their line manager that they were experiencing symptoms of the menopause. 45% said that they had not disclosed to their line manager (the remainder did not feel this was applicable to them). Respondents in Derbyshire Constabulary were more likely to have told their line manager that they were experiencing symptoms of the menopause compared to the national sample, where 47% had disclosed to their line manager.

20% of respondents in Derbyshire Constabulary said that they had taken sickness absence because they were experiencing symptoms of the menopause. In addition, 63% said that they had attended work despite feeling that they should have really taken sick leave because of their symptoms (i.e. menopause-related “presenteeism”) and 39% said that they had taken annual leave or rest days to take time off because they were experiencing symptoms of the menopause (i.e. menopause-related leaveism).

Comparison of the proportions of respondents in Derbyshire Constabulary reporting menopause-related sickness absence, presenteeism and leaveism compared to the national average are presented in Table 2 below.

Table 2: Menopause-related sickness absence, presenteeism and leaveism

| | Derbyshire Constabulary | National Sample |
|------------------------------------|-------------------------|-----------------|
| Menopause-related sickness absence | 20% | 18% |
| Menopause-related presenteeism | 63% | 62% |
| Menopause-related leaveism | 39% | 35% |

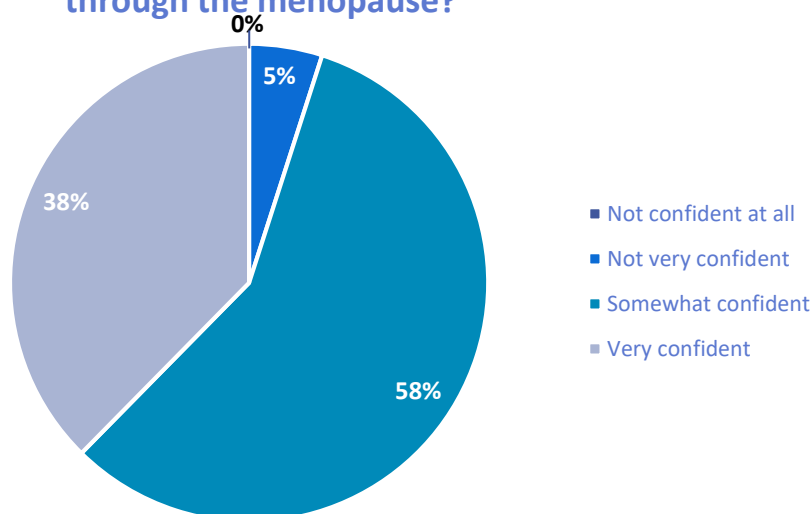
6. Experiences and awareness of managers

67% of managers in Derbyshire Constabulary who responded to the survey felt that they had a good level of awareness of the menopause. In contrast 13% did not feel that they had a good level of awareness¹. The proportion of managers in Derbyshire Constabulary is higher than the national average, where 65% of managers said that they had a good level of awareness of the menopause.

38% of managers in Derbyshire Constabulary said that they would be very confident in their ability to support someone they line managed who was going through the menopause. This compares to 5% who said that they would either be not at all or not very confident that they would be able to support someone.

Nationally, 34% of respondents felt very confident in their ability to support someone who was going through the menopause, whereas 15% said that they would either be not at all or not very confident.

Chart 3: How confident would you be in your ability to support someone you line manage who was going through the menopause?



¹ As noted in the report of national statistics R004/2019 differences in awareness do exist between managers with and without personal experience of the menopause. However due to smaller sample sizes for force-level analysis these differences are not presented within this report.