

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-022024-000622

Date: 04/03/2024

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

Request

Under the Freedom of Information Act 2000, please provide me with information to the questions in the attached document asking for data relating to employment and the menopause.

Response

Q1. 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

Response

Gender	Total
Female	5119
Male	1213
Grand Total	6332

Q2. Does your Trust have a workplace menopause policy?

Response

No – this is an action to develop as part of Wellbeing Strategic Journey objectives.

Q2a. If yes to Q2, please outline the specific support available for your Trust's employees going through the menopause.

Response

- Menopause Support Group
- Menopause Guidance
- Menopause Risk Assessment
- Menopause Information and Resources
- Menopause Champions
- Womens Staff Network

Q3. Does your Trust have a 'menopause champion?'

Response

Yes

Q4. Does your Trust offer flexible working for your employees going through menopause?

Response

Yes

Q5a. If yes to Q.5, please specify how many employee complaints that mention the menopause you have received.

Response

N/A

Q6. 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

Dec-21				Dec-22				Dec-23			
Dec-21				Dec-22				Dec-23			
Age band	Female	Male	Grand Total	Age band	Female	Male	Grand Total	Age band	Female	Male	Grand Total
Under 25	149	34	183	Under 25	224	53	277	Under 25	323	79	402
25-34	1160	290	1450	25-34	1410	342	1752	25-34	1473	382	1855
35-44	1156	257	1413	35-44	1221	280	1501	35-44	1275	301	1576
45-54	1040	249	1289	45-54	1051	234	1285	45-54	1084	237	1321
55-64	922	175	1097	55-64	884	168	1052	55-64	851	169	1020
65 and over	147	26	173	65 and over	120	26	146	65 and over	87	24	111
Grand Total	4574	1031	5605	Grand Total	4910	1103	6013	Grand Total	5093	1192	6285

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
 Trust Headquarters
 Russell’s Hall Hospital
 Dudley
 West Midlands
 DY1 2HQ
 Email: dqft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
 Wycliffe House
 Water Lane
 Wilmslow
 Cheshire
 SK9 5AF
 Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely
Freedom of Information Team

The Dudley Group NHS Foundation Trust