

## JUCD Equality Impact Assessment

|    |  | Yes/No | Comments   |
|----|--|--------|--|
| 1. | <b>Does the policy/guidance affect one group less or more favourably than another on the basis of:</b>   |        |  |
| a. | <ul style="list-style-type: none"> <li>Race</li> </ul>   | Yes    | Some colleagues maybe more significantly impacted by this phase of life  |
| b. | <ul style="list-style-type: none"> <li>Ethnic origins</li> </ul>   | No     |  |
| c. | <ul style="list-style-type: none"> <li>Nationality</li> </ul>  | No     |  |
| d. | <ul style="list-style-type: none"> <li>Gender</li> </ul>   | Yes    | All females will experience the menopause. But all colleagues can be impacted by this                          |
| e. | <ul style="list-style-type: none"> <li>Culture</li> </ul>  | No     |  |
| f. | <ul style="list-style-type: none"> <li>Religion or belief</li> </ul>   | No     |  |
| g. | <ul style="list-style-type: none"> <li>Sexual orientation including lesbian, gay and bisexual people</li> </ul>  | No     |  |
| h. | <ul style="list-style-type: none"> <li>Age</li> </ul>  | Yes    | The peri-menopause / menopause can affect people at various ages although typically between the ages of 45-55. |
| i. | <ul style="list-style-type: none"> <li>Disability – learning disabilities, physical disability, sensory impairment and mental health problems</li> </ul> | Yes    | The menopause can potentially be classed as a disability-  |
| 2. | <b>Is there any evidence that some groups are affected differently?</b>  | No     |  |
| 3. | <b>If you have identified potential discrimination, are there any exceptions valid, legal and/or justifiable?</b>  | N/A    |  |
| 4. | <b>Is the impact of the policy/guidance likely to be negative?</b>   | N/A    |  |
| 5. | <b>If so, can the impact be avoided?</b>   | N/A    |  |
| 6. | <b>What alternative are there to achieving the policy/guidance without impact?</b>   | N/A    |  |
| 7. | <b>Can we reduce the impact by taking different action?</b>  | N/A    |  |