

Appendix 1.

Response to the Health Select Commissions' Recommendations – Menopause Scrutiny Review

	Recommendation	Cabinet Decision (Accepted/ Rejected/ Deferred)	Cabinet Response (detailing proposed action if accepted, rationale for rejection, and why and when issue will be reconsidered if deferred)	Officer Responsible	Action by (Date)
1.	Public Awareness and Information, Including Engaging Men and Young People a) The first part of this recommendation focuses on improving public awareness of perimenopause and menopause through the establishment of a single, well-promoted online menopause resource on the RotherHive or another appropriate online medium, supported by printed information that can be accessed via relevant community settings accessible to the digitally excluded. b) The second part of this recommendation focuses on improving public awareness of perimenopause and menopause through bespoke targeted content aimed at men, young people and employers included within that resource to ensure a holistic and borough wide approach to raising awareness. c) The third part of this recommendation focuses on improving public awareness of perimenopause and menopause through the Council working with education providers including schools and colleges to ensure that young people receive age-appropriate advice and guidance regarding the effects of the menopause and how to seek support if they or their loved ones are affected.	Partially accept Accept Partially accept	a) Online menopause resources are already hosted on RotherHive Menopause – RotherHive. Further work will be carried out to assess if printed resources exist and to assess the feasibility of making accessible printed information available for residents that may be digitally excluded. b) While menopause information is already available, additional work will be undertaken to identify, develop and promote appropriate resources specifically aimed at men and young people. c) While the Council is supportive, the content and delivery of age-appropriate education is up to education providers and is determined through the national curriculum and individual school policies. Council officers can offer and provide support where this is appropriate and achievable.	Ian Spicer, Executive Director of Adult Care, Housing and Public Health	

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2.	Primary Care Improvement				Ian Spicer, Executive Director of Adult Care, Housing and Public Health
	a) The first part of this recommendation suggests that the Council seeks to support Primary Care improvement in relation to perimenopause and menopause through encouraging the adoption of a 'Menopause Champion' in every GP Practice in Rotherham, and sharing information regarding GPs' Menopause Champions once achieved.	Partially accept		a) GP practices to be encouraged to explore opportunities for introducing the role or incorporating menopause into existing champion roles where appropriate. However, it is important to note that responsibility for establishing and maintaining menopause champion roles lies with individual GP.	
	b) The second part of this recommendation is around encouraging via the 'Menopause Champion' GP network and in conjunction with the NHS Healthcare in the Community Agenda, Development of the Town Centre Health Hub and through collaborative work with TRFT (The Rotherham NHS Foundation Trust), RDaSH (Rotherham, Doncaster and South Humber NHS Trust) and South Yorkshire ICB (Integrated Care Board), the establishment of a clear and consistent menopause pathway, including consistent assessment tools and referral guidance.	Partially accept		b) The Council will work partners to identify opportunities to improve consistency in assessment, referral and ongoing care, whilst recognising that implementation rests with individual GP practices.	
	c) The third part of this recommendation is around encouraging, through the 'Menopause Champion' GP network and collaborative work with TRFT, RDaSH and South Yorkshire ICB, the expansion of GP and practice staff training through Protected Learning Time and online modules to further support service delivery, consistency and capability to provide perimenopause and menopause care in Primary Care settings.	Partially accept		c) An expansion of professional knowledge, awareness and skills within the healthcare system in relation to perimenopause and menopause will be encouraged through partnership discussion, with an acknowledgement that this sits outside the Council's direct sphere of influence.	

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3.	Mental Health Support a) The first part of this recommendation is around encouraging health partners, including GPs to embed menopause screening questions within Talking Therapies and other mental health pathways. b) The second part of this recommendation is to increase the visibility of mental health support options within all menopause information, advice and guidance materials.	Partially accept Accept	a) As commissioners of the health checks service in Rotherham, Council officers will review the guidance and consider the feasibility of changes to the service specification. b) Information on mental health support options is available on the menopause page on RotherHive and should be kept under regular review to ensure they remain accurate, up to date, and accessible.	Ian Spicer, Executive Director of Adult Care, Housing and Public Health	
4.	Community Support and Engagement a) The first part of this recommendation focuses on working with relevant Council Services, Health Partners and the Voluntary and Community Sector to expand menopause cafés and community information sessions across more venues. b) The second part of this recommendation is around working with relevant Council Services, Health Partners and the Voluntary and Community Sector to further develop outreach support to minority ethnic communities, faith groups and groups with language barriers.	Accept Partially accept	a) Menopause cafes and information to be reviewed to establish ongoing delivery. b) To understand the support that currently exists across Rotherham, learn from best practice elsewhere and explore the capacity and options for expanding such support.	Ian Spicer, Executive Director of Adult Care, Housing and Public Health	
5.	Workplace Health a) The first part of this recommendation is about producing and promoting a bespoke 'Rotherham Menopause Workplace Toolkit' setting out best practice, reasonable adjustments and support options for adoption by the Council and which can be shared with employers across the borough to	Partially accept	a) Review the Council's Human Resources service menopause guidance (published in October 2024). to ensure it remains current, reflects best practice and continues to meet the needs of the workforce.	Ian Spicer, Executive Director of Adult Care, Housing and Public Health	

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	support 'menopause positivity', creating space for open conversations and contributing to reducing the number of women affected by perimenopause and menopause who leave the workforce. b) The second part of this recommendation is about promoting workplace 'Menopause Champions' in local organisations and businesses, starting with RMBC (Rotherham Metropolitan Borough Council) as an exemplar employer	Accept	b) The RMBC in-house Women's Health group to progress menopause champions within the council, and work with the Rotherham Women's Health Network to encourage a similar approach among partners, where this is not already in place.		
6.	System Leadership a) The first part of this recommendation seeks to improve system leadership in the context of perimenopause and menopause by utilising the connectivity of the Rotherham Women's Health Network to support the drive for better perimenopause and menopause awareness and care across the borough. b) The second part of this recommendation focuses on inviting partners who work with the Council as part of the Health and Wellbeing Board and Safer Rotherham partners, who comprise of some of the borough's largest employers, to adopt workplace 'Menopause Champions' and to support a broader agenda of working towards making Rotherham a 'Menopause Friendly Borough'. c) The third part of this recommendation focuses on developing a shared multi-agency action plan with measurable outcomes in support of that aim, including considering inclusion of improvements	Accept Partially accept Accept	a) Rotherham Women's Health Network is most appropriate group to adopt this role. However, the network is a voluntary coalition that has recently formed, and is not specifically resourced for its purposes. b) Promotion to be a topic for discussion at the Women's Health Conference being planned for March 2027. c) Rotherham Women's Health Network be asked to have oversight for this plan (and to refine it as required) for addressing menopause as a key	Ian Spicer, Executive Director of Adult Care, Housing and Public Health	March 2027

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	in menopause information, advice and support in the Council's Health and Wellbeing Strategy. d) The fourth part of this recommendation focuses on working with relevant Council Services, Health Partners and the Voluntary and Community Sector to explore opportunities to secure sustainable long-term funding for menopause initiatives across Rotherham Place.	Accept	workstream aligned to the Joint Health and Wellbeing Strategy. d) With oversight from the Rotherham Women's Health Network, partners should explore any relevant funding opportunities that exist, and pursue them where appropriate and achievable within resource constraints.		
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