

Appendix 2.

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Response to the Health Select Commissions Recommendations – Spotlight Review into the Menopause	
Directorate: Adult Care, Housing and Public Health	Service area: Women's health
Lead person: Alex Hawley	Contact: alex.hawley@Rotherham.gov.uk
Is this a:	
☐ Strategy / Policy	☐ Service / Function
	☒ Other
If other, please specify The review relates to current system infrastructure surrounding Menopause advice, guidance and treatment options available	

2. Please provide a brief description of what you are screening
Cabinet's response to scrutiny recommendations arising from a Health Select Commission spotlight review into the menopause, reflecting the experiences of Rotherham residents and the current system infrastructure surrounding Menopause advice, guidance and treatment options available within the borough. The spotlight review itself arose from a Health Select Commission workshop focused on the menopause.

A number of recommendations were put forward and a subsequent cabinet response was received. Although some of the recommendations are outside of council services remit this will be shared with partners and subsequent actions will follow.

As a partnership response is essential for such a cross-cutting topic, a collective plan will also be necessary for overseeing and implementing agreed actions in response to the recommendations.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?		No
Could the proposal affect service users?		No
Has there been or is there likely to be an impact on an individual or group with protected characteristics?		No
Have there been or likely to be any public concerns regarding the proposal?		No
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect the Council's workforce or employment practices?		No

If you have answered no to all the questions above, please explain the reason

The proposed cabinet response to the recommendations largely involve partnership efforts to create a more supportive system of information, services and settings (including workplaces, health services and community settings and organisations). In this respect none of the effects of these efforts are expected to be negative for the community, workforce or service users. The involvement of council officers and resources is mainly to be supportive as part of a joint endeavour, with much of the actions being overseen by the Rotherham Women's Health Network, which is a voluntary partnership group. Where there are recommendations that might have more specific implications for the council as an employer and the experience of its workforce, the council already has an established process for reviewing its guidance in respect of menopause to ensure it is up to date and reflective of best practice. The next review of this guidance is due in 2027, and will be subject to consultation and equalities screening as part of the review process.

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

N/A

- **Key findings**

N/A

- **Actions**

N/A

Date to scope and plan your Equality Analysis:

N/A

Date to complete your Equality Analysis:

N/A

Lead person for your Equality Analysis
(Include name and job title):

N/A

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Ian Spicer	Executive Director	10/08/2026

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record

keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date screening completed	05/08/2026
Report title and date	Response to the Health Select Commission's Recommendations – Menopause August 2026
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Will be submitted for Cabinet September 2026.
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	03/08/2026