

**Equality Impact Assessment**

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| **Project Name: Your NHS Menopause Experience – Bristol, North Somerset and South Gloucestershire** **Project Description: Evidence experiences and views of access to menopausal treatment and support across different individuals in Bristol 2022, highlighting inequalities and supporting good practice****Project Justification** *(with any details that relate to inequalities)***:** Public feedback suggests that access to treatment for menopause, postmenopause and especially perimenopause may be a “postcode lottery” across the Bristol, North Somerset and South Gloucestershire area and dependent on GP expertise and willingness. Research supports this nationally, including a report produced by the Fawcett Society, which found that women are going to numerous GP appointments with their symptoms before being diagnosed with menopause or perimenopause. This report also showed that disabled women left their jobs more than non-disabled women due to their symptoms, and there are further difficulties for Black and minority ethnic women to be diagnosed with the menopause compared to White women. As well as this, a research article published by the British Journal of General Practice found that practitioners felt a lack of awareness around the menopause for women from ethnic minorities. This research also highlighted the differences in cultural expressions of health realted issues, which can offer challenges to practitioners. **Assessor:****Date of Assessment:** |
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| Undertaking an equality impact assessment helps us understand how the project issue is experienced by different groups of people. Firstly, ensuring we give people who find it hardest to be heard an opportunity to influence the design and delivery of health and care services and secondly so we can ensure the recommendations made do not discriminate against anyone and focus on improving outcomes for those who have the biggest health need. |

1. Specific Populations

**Difference in experience or outcomes:**

 *Indications or evidence (locally or nationally) that different groups will have unique needs, experiences, issues or priorities in relation to perimenopausal, menopausal and post-menopausal treatment*

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| Group  | Indication or evidence of unique needs or experiences regarding this project?  | Indication or evidence of different participation levels, satisfaction levels or outcomes in relation this project? |
| Age | Indication that perimenopausal symptoms are not supported at a younger age https://committees.parliament.uk/writtenevidence/39340/pdf/ | Indication from local feedback that younger patients were less satisfied with support offeredQ4 HW Bristol 22/23 |
| Disability | Women with learning disabilities, and in particular women with Down syndrome, tend to have earlier menopause than other women (Schupf, N and others. Early menopause in women with Down's syndrome. Journal of Intellectual Disability Research, 1997. 41(3): p. 264-267)  | **To be investigated** |
| Gender reassignment  | Guidelines for recognition of differences in pre or post menopausal transition needs https://rockmymenopause.com/get-informed/transgender-health/ | **To be investigated**  |
| Marriage and civil partnership | None indicated | No evidence |
| Pregnancy and maternity  | Not applicable  | Not applicable |
| Race | Small differences in onset age ,indications of significant differences in cultural expectations <https://www.tandfonline.com/doi/abs/10.1080/13697130802556304> <https://bjgp.org/content/early/2023/04/27/BJGP.2022.0569>https://www.fawcettsociety.org.uk/news/landmark-study-menopausal-women-let-down-by-employers-and-healthcare-providers | **To be investigated**  |
| Religion or belief  | None indicated | To be investigated  |
| Sex | Not applicable | Not applicable |
| Sexual orientation  | None indicated | No evidence |

1. General Population

A statistical breakdown of the protected characteristic populations in Bristol

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| **Characteristic** | **Bristol Population 2021**  | **Project Participants** |
| Female | 50% |  |
| Male  | 50% |  |
|  |
| Disabled | 17% |  |
| Non-disabled  | 83% |  |
|  |
| Bisexual | - |  |
| Gay Man | - |  |
| Gay Woman/Lesbian  | - |  |
| Heterosexual  | 91% |  |
| Other  | 8.7% |  |
|  |
| Under 45 | 71% |  |
| 46 to 64 | 16% |  |
| Over 65 | 13% |  |
|  |
| White British | 78% |  |
| Ethnic Minority | 16% |  |
|  |
| Transgender Yes | - |  |
| Transgender No | - |  |
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| Buddhist  | 0.6% |  |
| Christian  | 46.8% |  |
| Hindu | 0.6% |  |
| Jewish  | 0.2% |  |
| Muslim | 5.1% |  |
| Sikh | 0.5% |  |
| Any other religion  | 0.7% |  |
| No Religion  | 37.4% |  |
| Not Stated | 7% |  |

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| **Characteristic:** *Nine as per The Equality Act[[1]](#footnote-2) plus three extras Healthwatch BNSSG frequently encounter*  | **Literature review:** *is there existing or ongoing research related to this characteristic and your project topic?* | **Methodology:** d*oes the projects method of engagement need to be adjusted based on characteristics?* | **Outcome:** *does the projects outcomes/recommendations need to consider characteristics?*  |
| Yes, or No? | What adaptations would you need to make? | Yes, or No? | How will you do this? |
| **Age***A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18- to 30-year-olds).* | <https://healthtalk.org/menopause/early-premature-menopause>  | No |  | Yes | Ensure fair representation of demographic and provide focussed outcome recommendations for early menopause |
| **Disability***A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to conduct normal day-to-day activities.* | Downs Syndrome and early onset menopause - Schupf, N and others. Early menopause in women with Down's syndrome. Journal of Intellectual Disability Research, 1997. 41(3): p. 264-267 Learning Difficulties and menopause outcomes <https://pubmed.ncbi.nlm.nih.gov/12804309/>Mental Health use of anti-depressants <https://www.mentalhealth.org.uk/explore-mental-health/a-z-topics/menopause>  | Yes | Venues with full accessibility, materials for sensory impairment | Yes | Access, Easy read, exacerbation of physical and MH needs to be resourced in recommendations |
| **Gender Reassignment** *The process of transitioning from one sex to another.* | Evidence for life long oestrogen use or withdrawl<https://rockmymenopause.com/get-informed/transgender-health/>  | No |  | Yes | Ensure resource list is inclusive and this forms part of recommendations for support |
| **Marriage and Civil Partnership***Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).* | No | No |  | No |  |
| **Pregnancy and Maternity***Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.* | No | No |  | No |  |
| **Race***Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.* | <https://www.tandfonline.com/doi/abs/10.1080/13697130802556304> <https://www.everydayhealth.com/menopause/what-experts-want-bipoc-women-to-know-about-menopause/> <https://menopausetreatment.co.uk/ethnicity-matters/>  | Yes | Translations, interpreters, research in cultural understanding for all on project, work with community representatives and link workers. | Yes | Significant differences uncovered would lead to equity recommendations, and recommendations for culturally appropriate resources and training. Should include fair representation of Bristol’s demographics.  |
| **Religion or Belief***Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. A belief should affect your life choices or the way you live for it to be included in the definition.* |  | Yes | Cultural sensitivity workshop for team | Yes | Awareness of issues by providers and culturally appropriate resources. |
| **Sex***A man or a woman.* | See gender reassignment | No |  |  | See gender reassignment |
| **Sexual Orientation***Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.* | No | No |  | NO |  |
| **Carer***A carer is anyone, including children and adults, who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support. The care they give is unpaid.* | No | Yes | Consider interview times and events to include and support caring responsibilities | Yes | Ensure recommendations support carers |
| **Socio-economic Deprivation***This covers seven different domains of deprivation: Income Deprivation, Employment Deprivation, Education, Skills and Training Deprivation, Health Deprivation and Disability, Crime, Barriers to Housing and Services, Living Environment Deprivation* | <https://www.gov.uk/government/publications/menopause-transition-effects-on-womens-economic-participation>  | Yes | Accessibility, appropriate renumeration, digital access etc | Yes | Recommendations based around NHS services and not private support |
| **Long Term Health Condition** *These are conditions for which there is currently no cure, and which are managed with drugs and other treatment, for example: diabetes, chronic obstructive pulmonary disease, arthritis, and hypertension.* | Literature for individual conditions and same considerations as disability and intersectionality of issues as <https://www.dpt.nhs.uk/news/mental-health-and-the-menopause>  | Yes | Venue, outreach and engagement considerations around time, energy and accessibility – specific work where required to support input from those with LTC | Yes | Recommendations and resources with equity to those facing menopause in addition to LTC |

This guide may be helpful in terms of understanding the Equality Act and the three elements of the Public Sector Equality duty, our duties as providers of public functions and how this applies to each of the protected characteristics: [Equality and Human Rights Commission Guide](https://dev.equalityhumanrights.com/sites/default/files/what_equality_law_means_for_your_vol_or_community_sector_organisation.pdf)

1. <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics> [↑](#footnote-ref-2)