

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: April 25th, 2023

Menopause and Special Leave Policy.

Report by

Joint Secretary (Teachers' Side)

Background

The Teachers' side and trade unions in general have long campaigned for menopause policies to be adopted within workplaces in recognition of the particular challenges faced by some employees.

The Teachers' Side therefore welcomes Renfrewshire Council's new 'Supporting Menopause at Work' policy in recognition that this phase in life can pose challenges for many employees. We commend all attempts to support affected employees navigate some of the difficulties they may experience.

The allocation of up to 5 days of paid special leave entitlement is welcomed, as is and flexibility of approach contained in the policy.

Action:

The Teachers' Side is seeking discussion around the additional special paid leave entitlement and its incorporation into JNC 16.