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| PCC LOGO | Andropause Policy |

Document Overview

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| **Purpose** | The purpose of this policy is to assist with creating an open and honest workplace where line managers and employees can discuss any issues associated with andropause, and to ensure the necessary support is known and offered to employees when needed. This policy applies to all staff with a contract of employment. |
| **Confidentiality** | This document is not confidential. |
| **Document owner** |  |
| **Status note** | Draft/Final |
| **Distribution** | All PCC staff. |
| **Required action** |  |
| **Proposed next step** |  |

Version History

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| **Version** | **Date** | **Status Note** |
| 1.0 | 05.06.2023 | HR Template |
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1. Introduction
	1. Andropause is defined as changes in psychological or physical health in males, attributed to age-related hormonal changes, or lifestyle or psychological problems, negatively impacting on health.
	2. Also referred to as ‘male andropause’, andropause can cause a chain reaction of physical and psychological side effects. As an Organisation, we have a duty to ensure the health, safety and welfare of all of our employees under the Health and Safety at Work Act 1974. In addition, the Equality Act 2010 outlines that individuals must not be discriminated against due to any form of disability. We recognise that the symptoms of andropause may constitute a disability. We are committed to ensuring appropriate support and assistance is provided to any employee who is going through andropause.
	3. It is important that, as an employee, you prioritise your personal health and wellbeing. If you are struggling with any aspect of your role as a result of symptoms associated with andropause, you should report any concerns you may have to your line manager, who will treat the matter with complete confidence.
	4. When responding to an employee experiencing difficulties caused by andropause, line managers will maintain an open-door policy so that employees feel comfortable in approaching them. They will support you to talk openly about your current situation and will not make presumptions about how it is affecting you.
	5. In order to ensure we can provide you with the best support possible we encourage you to be open and honest in these conversations.
	6. Alternatively, your manager may talk to you if they notice a change in your behaviour or performance.
	7. We understand that you may feel uncomfortable discussing personal information with your line manager. If this is the case, we encourage you to talk to another senior member of staff.
	8. During any discussions, your line manager will consider your individual situation and evaluate if any adjustments can be made. Your individual needs will be addressed sensitively, and confidentiality will be maintained. Managers will also arrange follow up sessions to review the effectiveness of any adjustments put in place
2. Andropause Symptoms
	1. Physical symptoms of andropause can include the following:
		1. insomnia
		2. loss of muscle mass and reduced ability to exercise
		3. fat redistribution, such as developing a large belly or "man boobs" (gynaecomastia)
		4. a general lack of enthusiasm or energy
		5. difficulty sleeping (insomnia) or increased tiredness
	2. As a result of the above, or as an extension of the hormone imbalance, individuals going through andropause can also experience psychological difficulties, including:
		1. depression
		2. anxiety
		3. poor concentration and short-term memory
		4. mood swings
		5. irritability
		6. problems with memory.
3. Making adjustments to your role
	1. In order to assist you in your daily duties, we will explore making adjustments to your role or working environment with the aim of reducing the effect that andropause is having on you. We acknowledge that andropause affects each individual in different ways so no adjustment will be made without fully discussing it with you first.
	2. Examples of adjustments include:
		1. conducting a risk assessment to identify any particular areas that are a detriment to individuals going through andropause
		2. assessing how work is allocated and whether the employee is affected at particular points of the day
		3. allowing additional rest breaks
		4. considering flexible working hours or allowing you to work from home. Please read our flexible working policy if you would like more details.
		5. making allowances for additional needs for sickness absence.
	3. Once the adjustments are agreed, they will be reviewed on an ongoing basis to ensure they are having the required effect.
	4. PCC NAME is legally obliged by the Equality Act 2010 to make reasonable adjustments to an employee’s role or working conditions if they have a disability that places them at a disadvantage when performing their role and we will ensure compliance with our obligations in this regard.
4. Unwell due to Andropause symptoms
	1. You are not expected to come to work if you are unwell because of andropausal symptoms. If you are unwell, you should tell your line manager and follow our usual sickness reporting procedure.
5. Behaviour of Others
	1. There is an expectation on all employees to conduct themselves in a helpful and open-minded manner towards colleagues.
	2. We maintain a zero-tolerance approach to bullying and harassment and will treat any and all complaints seriously. If you feel that you have been mistreated in any way by a colleague because of matters related to the andropause, please tell your Line Manager, another Senior member of staff or HR.
6. Other Support
	1. External sources of help for those experiencing andropause include:
		1. <https://www.nhs.uk/conditions/male-menopause/>
		2. <https://www.centreformenshealth.co.uk/mens-health-services/male-menopause>
		3. [Understanding the male menopause and mental health (optimale.co.uk)](https://www.optimale.co.uk/trt/trt-manual/male-menopause-mental-health-guide/#chapter-4)