

Birmingham City Council

City Council

14 January 2020



Subject: Motions for Debate from Individual Members

Does the report contain confidential or exempt information? ☐ Yes ☒ No

If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential :

To consider the following Motions of which notice has been given in accordance with Council Procedure Rules (section B4 G of the Constitution).

A. Councillors Jon Hunt and Roger Harmer have given notice of the following Notice of Motion:-

“Council believes the executive’s approach to fly-tipping and street cleaning is not working and expects some urgent action to improve the council’s performance and responsiveness to the problems of dumping and unclean streets to be included in the annual budget and business plan.”

B. Councillors Sharon Thompson and Hendrina Quinnen have given notice of the following Notice of Motion:-

“The council notes:

- That for many women in Birmingham, the menopause and how they are treated in the workplace as a result of experiencing the menopause is a real issue.
- That around 3.5 million women aged fifty years and over are currently in employment in the UK and that menopausal women are the fastest growing demographic in the UK workforce.
- That although rarely discussed menopause is a natural stage of life for most women - usually occurring between the ages of 45 and 55 but less commonly to some women in their 30s.
- That symptoms can start months, or even years before menopause and can last between four and eight years.

- That most women will experience some symptoms of the menopause, although each woman's experience will be different, and the type of symptoms and their severity will vary.
- That around 25 per cent of women will suffer severe symptoms.
- And that some symptoms can have a significant impact on a woman's everyday life, potentially affecting attendance and performance in the workplace.

Council further notes:

- That almost 60 per cent of the Birmingham City Council workforce identifies as female and many will experience the menopause during their time as council employees. Therefore it is important to raise awareness and understanding of menopause throughout the organisation.

Council therefore resolves to:

- Increase awareness of the help and advice already available for staff members and councillors experiencing the menopause.
- Ensure that line managers are aware, show understanding and are able to support staff and signpost the help and advice that is available.
- Work with Trades Unions - who have also produced advice and guidelines for employers and employees - to remove any potential stigma surrounding menopause.
- Write to the West Midlands Combined Authority urging them to adopt a similar approach and to encourage partners across the region to adopt an open and supportive approach to staff members experiencing the menopause."