| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0017  Responded to: 5 February 2024 |
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Your recent request for information is replicated below, together with our response.

Please accept our apologies for the delay in responding.

## Under the Freedom of Information Act please could I get a copy of your current Menopause Policy.  If you have a separate Andropause Policy please could I get a copy.

## Please would you also detail how many times the Menopause/ Andropause policy has been applied for male employees broken down by the following years:-2023, 2022, 2021, 2020, 2019.

There is no formal Police Scotland policy on menopause or Andropause and section 17 of the Act therefore applies, the information sought is not held.

There is however some relevant information in section 3.7 of in our [Attendance Management Standard Operating Procedure](https://www.scotland.police.uk/spa-media/acqbx5c4/attendance-management-sop.pdf) and a copy of our Menopause Toolkit is also enclosed.

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.