

Menopause matters™

What can employers do to support their employees?

Consider developing and implementing a menopause policy

This can help everyone understand:

- how menopause affects people
- what support is available to staff
- what their business' stance is on issues such as taking time off because of menopause symptoms
- flexible working arrangements available to menopausal employees.

Is flexible working – either on a temporary or permanent basis - something they support in your workplace?

If someone experiencing menopausal symptoms can change their working pattern to suit when they're at their best, this will not only help them, but enable a business to retain their skills and input into the business.

What changes could they make in the workplace to support menopausal individuals?

Things to consider include office temperatures, supplying desk fans, access to quiet breakout areas.

Carry out important Health & Safety checks for menopausal employees?

This includes:

- assessing whether any symptoms are made worse by the workplace or work practices
- what changes can they make to help people manage their symptoms
- including these findings in a risk assessment.

Workplace champions could be responsible for:

- Running awareness-raising workshops
- Providing vital information, support and further resources
- Checking the appropriate Health & Safety risk assessments have been carried out and recorded.

Have you trained your managers in supporting menopausal team members?

Managers need to be aware of what the signs and symptoms of the menopause are. Plus, it can add an extra level of comfort for staff knowing that their managers are trained to listen and point them in the direction of more support.

Appoint a workplace menopause champion

As Dr Heather Currie MBE has advocated previously having a single point of contact if someone needs advice, further support, or just a friendly ear to listen sensitively is a great way to proactively open up the conversation around menopause in the workplace.

This poster is an extract from an article published in the Summer 2022 issue of *Menopause Matters* magazine. It includes details from a free publication for businesses called *The Menopause at work; a guide for employers* produced by HR & Employment Law Specialist, Citation.

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