

CLEAR PURPOSE AND COMMITMENT

- Set out your organisation's commitment to creating a menopause-inclusive culture.
- Recognise menopause as a workplace wellbeing and equality issue

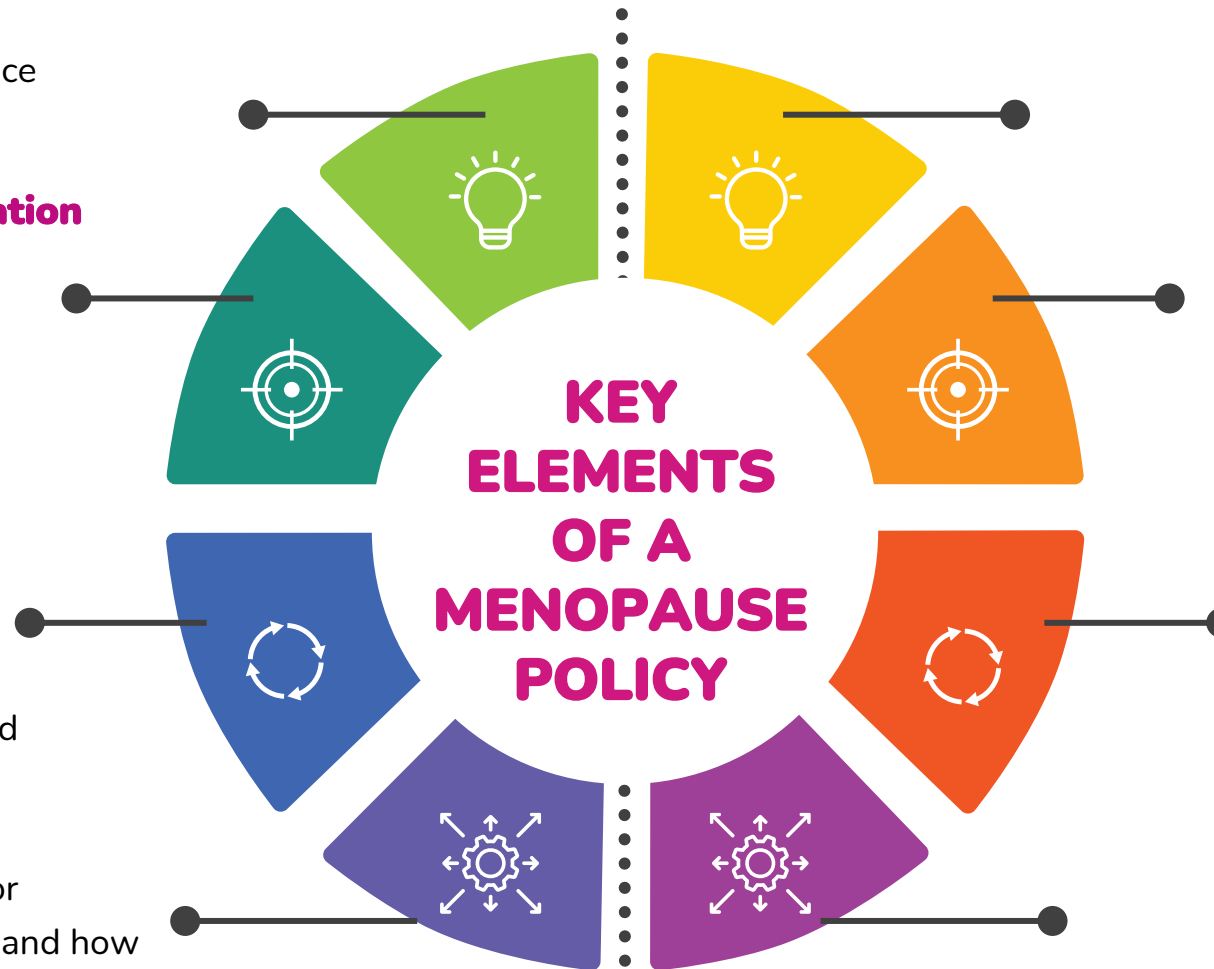
Definitions and Scope and Application

- Include clear definitions of menopause, perimenopause, and post menopause.
- State who the policy applies to – all employees, regardless of age or gender identity.

Roles and Responsibilities

- Define the roles of Managers, HR, and colleagues in creating a supportive environment.
- Training and Awareness - Training for Managers to increase understanding and how to respond with empathy and flexibility.
- Awareness sessions for all staff to create a culture where menopause is normalised.

Open Communication and Culture



Promote a culture where menopause can be discussed without stigma or embarrassment.
Provide guidance on how staff can raise concerns or request support.

WORKPLACE ADJUSTMENTS

- Outline practical adjustments (e.g. flexible working, access to rest areas, uniform options).
- Ensure a clear process for requesting these adjustments.

Health and Wellbeing Support

- Signpost to internal and external resources (e.g. Union Rep, EAP, occupational health, menopause specialists).
- Offer regular awareness sessions, toolkits, and support groups.

Health and Safety Considerations

- Risk assessments
- Awareness of legislation

Monitoring and Review

- Commit to reviewing the policy regularly with input from staff.
- Track impact through feedback and staff wellbeing data.

The Key Elements to A Menopause Policy

Clear Purpose and Commitment

Set out your organisation's commitment to creating a menopause-inclusive culture.

Recognise menopause as a workplace wellbeing and equality issue.

Definitions and Scope and Application

Include clear definitions of menopause, perimenopause, and post menopause.

State who the policy applies to – all employees, regardless of age or gender identity.

Roles and Responsibilities

Define the roles of Managers, HR, and colleagues in creating a supportive environment.

Training and Awareness - Training for Managers to increase understanding and how to respond with empathy and flexibility.

Awareness sessions for all staff to create a culture where menopause is normalised.

Open Communication and Culture

Promote a culture where menopause can be discussed without stigma or embarrassment.

Provide guidance on how staff can raise concerns or request support.

The Key Elements to A Menopause Policy

Practical Support and Inclusive Practice

Workplace Adjustments

Outline practical adjustments (e.g. flexible working, access to rest areas, uniform options).

Ensure a clear process for requesting these adjustments.

Health and Wellbeing Support

Signpost to internal and external resources (e.g. Union Rep, EAP, occupational health, menopause specialists).

Offer regular awareness sessions, toolkits, and support groups.

Health and Safety Considerations

Risk assessments may be appropriate in the workplace.

Awareness of legislation

Monitoring and Review

Commit to reviewing the policy regularly with input from staff.

Track impact through feedback and staff wellbeing data.