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QUICK GUIDE

MENOPAUSE POLICY



A few years ago, it would have been only a select few organisations that would have had a Menopause Policy. But as business focus shifts towards inclusion, wellbeing, and equality, a Menopause Policy should definitely be on your agenda.

The introduction of a menopause policy is an important step towards ensuring a safe, fair, and inclusive workplace for women and those with periods. This is a complex issue whose impact goes further than the individual: beyond employee wellbeing, professional relationships and productivity might be affected and therefore, your business as a whole. A clearly laid out policy will help navigate conversations around menopause, arranging support for menopausal employees, retaining talent, and ensuring that everyone in the organisation is treated with dignity and can achieve their full potential.

What is a Menopause Policy?

A comprehensive Menopause Policy provides information and a framework for the fair treatment and support of those going through menopause or perimenopause while working at your organisation. It fosters conversation around menopause thereby ensuring that those experiencing it do not feel isolated. The policy will define menopause and its symptoms to raise awareness of and destigmatise the topic. It will outline what reasonable adjustments and support

are available for people and who they can turn to discuss these.

Furthermore, a Menopause Policy will include supporting material for managers and employees on how to approach the issue. It also signposts the workforce to more information and supply menopausal employees with advice on how to positively manage their experience through lifestyle changes and stress management.



What is

In short, menopause is when a menstruating person stops having periods due to changes in their bodies. Menopause can span across a lifetime but one that happens earlier is called early onset menopause. The causes between the ages of 40 and 45 are the result of genetic differences

is

at they are going through, and if they do not consider their symptoms can also affect other people after periods stop. Menopause can be a difficult time depending on their conditions can negatively affect their well-being, self-esteem, and social relationships and

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- insomnia
- brain fog
- hot flashes
- sudden feelings of face, neck, and chest
- dizziness
- irregular periods
- increased stress
- fatigue
- changed body shape
- recurrent urinary tract infections (UTIs)
- loss of self-confidence

Symptoms can start before you stop menstruating, called perimenopause. Many



Why do we need a Menopause Policy?

The average age to retire in the UK is 51² making employees 'the fastest growing workforce demographic of four women experts and one in four could have severe symptoms'.³ Due to no legislative obligation to treat menopause as an occupational hazard given that it is a problem for half of the global population, due attention will only come from business.

A menopausal worker may work another 1.5-2 decades before retiring. Nuffield Health research with a sample of 1000 women and found that two thirds of women suffer from symptoms said they're still at work even though their symptoms impact performance⁵.

In an ageing population, employees are also ageing with new entrants joining work making the retention of employees more important. A Menopause Policy and accommodating adjustments therefore become as important as poor working conditions, lack of temperature control





stress levels can worsen according to the Nuffield 80% of women ponder workplace prematurely due availability of their

es make you who you are as stress. It is vital that you through challenging periods of this includes going pause. Menopause and its performance and the must be acknowledged ing around it normalised of the organisation. ing dialogue with the by, you can work towards a inclusive organisational

ment with the menopause

productivity,
integrity,
and staff engagement,
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and ageing talent,
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and any reputation.

Menopause Policy will clearly
and responsibilities and
and appropriate support and
and foster a positive company
and employee retention,
and, lower sickness days,
and, decrease legal risks. The
and a Policy is also an
and opportunity to start a
and around the menopause and
and inform for training and
and

How to inclusively

Debilitating symptoms of menopause can impact everyday life and reduce their working lives. With care and attention, this significantly and permit women's physical and in turn, workplace performance, absenteeism, and personal relationships in general.

Diversity and Inclusion in the workplace and avoiding discrimination is your responsibility. Menopause is the Equality Act 2010 intersection of discrimination on sex, gender, age, and disability. It is vital that it is promptly addressed especially in the precedent of successful tribunals against employers. Inclusive employer policies when drafting a Menopause policy and when discussing it with employees.

Use inclusive language: Menstruators will identify themselves as menstruators. Ensure that your communication is inclusive of all gender identities, transgender and non-binary. Avoid dismissing their concerns as a 'women's issue' and focus on health and equality for all.

Use transparent language:

Ensure that the Menopause policy is easy-to-read language and is easily accessible.

Break the taboo: Discriminatory practices and the stigma surrounding periods and menopause exacerbate symptoms as employees feel that they must hide their symptoms and difficulties to avoid embarrassment and encourage conversation. Menopause to ensure that employees don't feel seen. If employees feel isolated and stigmatised, they are less likely to ask for help and support and therefore remain unhappy employees.





Be flexible: Some support employees from coming during for example by such, reasonable adjustments include offering remote opportunities on short a Menopause Policy Working Policy will of employees the flexible duties out from when comfortable doing so

Drive action from all policies become lip of issues while specific lag behind. Ensure all actively endorsed by managers. Appoint of whom sufferers can open and comfort

ideally signpost people to who individuals they can someone is not comfortable for example, their line

Inter: Talk to your of their needs. As interests in diverse ways and symptoms persisting varies person, there will be no adjustment to a supportive workplace. Instead, be fostered where sufferers coming forward with so they think will help their duties better. Check in how they are getting on.

How to menop

The NHS contends the
around menopause
to many things includ
to gym subscriptions
menopausal symptom
likely need an individ
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in general, but
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Symptoms Experienced	Mitigation
Irregular/Heavy menstrual cycles	<ul style="list-style-type: none"> • Flexible work arrangements that allow for an ad hoc basis if needed • Access and closer proximity to quiet break area for frequent sanitary products in the office
Anxiety and mood changes	<ul style="list-style-type: none"> • Flexible work arrangements for sufferers and among those who do not suffer though the same • Regularly (on-site) quiet time, lunchtime breaks, and quiet break area for services.
Hot flushes	<ul style="list-style-type: none"> • Flexible work arrangements • Quiet window Flexible work arrangements • Uniform standards • Proximity to the water • Provide water • Avoid alcohol and caffeine (tea, coffee)
Sleep disruption/insomnia	<ul style="list-style-type: none"> • Flexible work arrangements • Avoid overtime to reduce fatigue • Flexible working hours • Quiet breaks Allow quiet break area.
Brain fog	<ul style="list-style-type: none"> • Flexible work arrangements • Quiet manager Task rotation • Quiet time allowing for breaks • Quiet area where employees can go (usually outside the office hours).
Headaches	<ul style="list-style-type: none"> • Flexible work arrangements • Quiet break area.

Further online yourself

- Women's Health
- Menopause
- NHS Choices
- The Daisy Network
- Menopause
- The Daisy Network
- The Daisy Network
- [Menopause](https://www.daisynetwork.org/)
- [Queer men](https://www.daisynetwork.org/)
- The Daisy Network

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5. Nuffield Health, 2022. <https://www.nuffieldhealth.com/health-topics/womens-health/later-year-health/menopause/>
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