How menopause friendly is your organisation?

There are more menopausal women at work than ever before.
It’s important that all employers put the right awareness, education and support in place.

This quick checklist highlights the best practice elements to think about:

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| Is it clear how your organisation supports menopausal women at work?   | It’s not law to have a menopause policy but it’s best practice to have accessible and well publicised information:  
  - Do you have either a menopause policy or guidance document, or is menopause included in another policy?  
  - Have you reviewed your existing policies to ensure they include menopause e.g. flexible working, absence and sickness? |
| Do you have a culture where menopause can be talked about openly?       | Talking about menopause openly supports an inclusive, diverse culture focused on equality, health, safety and performance. Do you:  
  - Have information about menopause on your intranet or other communications channels such as staff magazines?  
  - Have colleague networks or a menopause network where employees can discuss menopause, either in person or online?  
  - Promote menopause awareness in campaigns like National Women’s Health Week (May) or World Menopause Day (Oct), or include menopause in your own wellbeing campaigns?  
  - Have menopause awareness and education sessions for colleagues? |
| Do your managers and support teams have the right knowledge and skills to talk about menopause? | It’s important that managers, HR and Occupational Health teams know:  
  - What menopause is, its symptoms and how they can affect a woman at work.  
  - What changes or reasonable adjustments help a menopausal woman.  
  - Your organisation’s approach to supporting menopausal women.  
  - How to have a supportive conversation about menopause. |
| Do you provide access to occupational health support?                   | Do your employees have access to occupational health support either directly or by referral?  
  - Do you have an Employee Assistance Programme which supports menopause in the workplace?  
  - Are they trained on menopause, how it can affect a woman at work and how to help? |
| Do your employees wear uniforms or have a dress code?                  | If a uniform or dress code is needed at work:  
  - Can they be adapted to manage hot flushes or cold sweats e.g. layering?  
  - Can extra garments be ordered if needed?  
  - Do you think about the fabric and fit when redesigning or updating new uniforms? |
| Do your workplace facilities support menopausal women?                 | The work environment can sometimes make symptoms worse:  
  - Is it possible to adjust workplace temperature or provide desk fans?  
  - Is there access to cold drinking water, washroom facilities and toilets in all workplace situations, including off site?  
  - Could those who need to stand for a long period of time or are customer facing take an extra break or sit down? |
"Brilliant awareness session that I think all managers should attend."

"Best event I have ever been to during my many years. For some people, this could literally be life-changing!"

"Thank you so much for helping us talk about menopause. You have no idea how helpful this has been for me!"

"Very informative and helpful. It was great at breaking down boundaries and driving awareness. I think that talking about it will change everything"

"Our journey to be the first University to implement a menopause policy started with working in partnership with Henpicked. We developed the research undertaken by our academics for the Government Equalities Office into a working policy that has made a big difference for our colleagues, line managers and organisation. The Henpicked team’s menopause and communications expertise were essential in ensuring our policy, literature and promotion of the event were such a success."

Cathy Howells and Nicola Junkin - University of Leicester

"A really interesting and informative session with excellent speakers! This session has provided valuable guidance on implementing a menopause programme in the workplace and I intend to make this a key target for this year."

Kathy Clark - Siemens

"Thoroughly enjoyable and thought-provoking menopause conference which left me feeling knowledgeable and inspired to take action!"

Charlotte Lack - E.ON

"Henpicked produced a video for Yorkshire Water about menopause. One word - EXCELLENT."

Susan Gee - Yorkshire Water

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We make it easy for you....

**Training and events**
Menopause awareness and education sessions for colleagues, managers, HR and Occupational Health provides the right knowledge to talk about menopause confidently.

**Policy and guidance documents**
We produce clear and comprehensive best practice documents to make it easy for you.

**Communication and engagement toolkit**
Ready made or tailored videos, eLearning, posters and other approved materials.

**Resources to support you**
Our experience and expertise help you plan the best strategic approach and campaigns.

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Find out more and sign up for news

Visit [www.menopauseintheworkplace.co.uk](http://www.menopauseintheworkplace.co.uk)

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