

# Supporting Menopause in the Workplace: A Guide for Employers

Menopause is a natural life stage that can significantly impact employees' wellbeing and performance. As employers, it's essential to understand the challenges and take proactive steps to support those experiencing menopause in the workplace.

## Understanding Menopause:

Menopause is a natural stage of life that affects most women and other people who have a menstrual cycle. This can include some transgender, non-binary, and intersex people. Symptoms can begin earlier during perimenopause and may last for several years.

Common symptoms include:

- Hot flushes
- Fatigue
- Brain fog
- Mood changes
- Sleep disturbances
- Anxiety

These symptoms can affect concentration, confidence, and overall productivity.

## Why Support Matters:

Supporting menopause at work isn't just good practice—it's essential for:

- Retaining experienced talent
- Reducing absenteeism
- Promoting gender equality
- Creating an inclusive and supportive culture

## Practical Tips for Employers:

- **Create a Menopause Policy:** Outline your commitment and support measures clearly.
- **Offer Flexible Working:** Allow adjustments to hours, remote work, or workload where needed.
- **Provide Access to Support:** Offer counselling, menopause-friendly healthcare benefits, and signposting to resources.
- **Make the Workplace Comfortable:** Ensure good ventilation, access to cold water, and relaxed dress codes.
- **Train Managers:** Equip leaders with the knowledge to support conversations and respond sensitively.
- **Encourage Open Dialogue:** Foster a culture where menopause can be discussed without stigma or embarrassment.

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Legislation to be Aware Of:

Equality Act 2010:

- **Disability Discrimination:** If menopause symptoms have a substantial and long-term impact, they may be considered a disability—requiring reasonable adjustments.
- **Sex and Age Discrimination:** Unfair treatment due to menopause may amount to discrimination under UK law.

Health and Safety at Work Act 1974:

Employers must ensure the health, safety, and welfare of employees—including those affected by menopause.

Building a Supportive Culture:

Leadership matters. HR and managers should lead with empathy, promote awareness, and normalise conversations around menopause.

Consider:

- Awareness campaigns
- Peer support groups
- Anonymous feedback channels

Conclusion:

Supporting menopause in the workplace is a key part of building an inclusive, respectful, and high-performing organisation. Small changes can make a big difference.

Want to talk more about HR and wellbeing strategies? Get in touch here for an initial chat.

Further Resources:

- [Henpicked: Menopause in the Workplace](#)
- [NHS Menopause Support](#)
- [British Menopause Society](#)