

Menopause

Menopause is when your periods stop due to lower hormone levels. It usually affects women between the ages of 45 and 55, but it can happen earlier. Menopause and perimenopause symptoms can have a big impact on a person's life, including relationships and work.

The purpose of this policy is to assist with creating an open and honest workplace where any issues associated with the menopause can be acknowledged and discussed, and to ensure that the necessary support is known and offered to employees when needed.

We believe that it is important for all employees, to prioritise their personal health and wellbeing. If you are struggling with any aspect of your role as a result of symptoms associated with the menopause, you should raise any concerns you may have with the HR team, who may discuss the matter in confidence with your manager or your Executive Director.

In order to ensure we can provide you with the best support possible, we encourage you to be open and honest in these conversations.

During any discussions, with the HR team, your individual situation will be considered, and we will evaluate if any adjustments can be made in your daily duties, with the aim of reducing the effect that the menopause is having on you.

Your individual needs will be addressed sensitively, and confidentiality will be maintained. Follow-up sessions may also be arranged in order to evaluate the effectiveness of any workplace adjustments that are introduced.