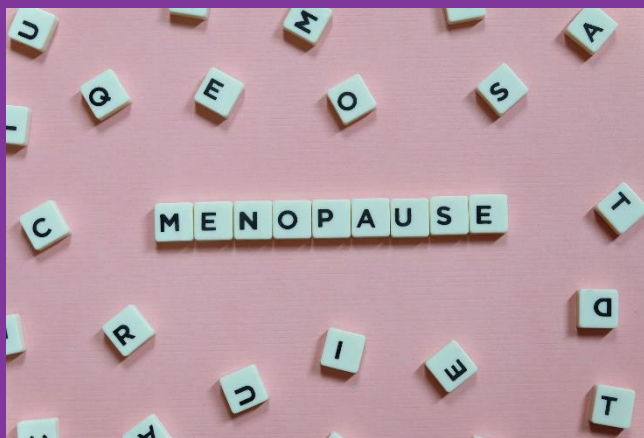


Menopause Policy Overview



What the policy covers

What is the Menopause

The menopause is when a woman stops having periods and is no longer able to get pregnant naturally.

Periods usually start to become less frequent over a few months or years before they stop altogether. Sometimes they can stop suddenly.

The menopause is a natural part of ageing that usually occurs between 45 and 55 years of age, as a woman's oestrogen levels decline. In the UK, the average age for a woman to reach the menopause is 51.

Source: NHS <https://www.nhs.uk/conditions/menopause/>

What the policy covers

Symptoms

Physical Symptoms	Psychological Symptoms
Hot flushes	Depression
Palpitations	Stress/anxiety
Night sweats	Panic attacks
Insomnia & sleep disturbance	Poor concentration
Headaches	Changes to mood
Joint aches	Problems with memory
Dry skin & skin irritation	Loss of confidence
Increased perspiration	
Dry eyes	
Hair loss	
Urinary problems	
Irregular &/or heavy, painful periods, water retention and bloating.	

What the policy covers

Workplace Factors

- Lack of awareness of the menopause, (and perimenopause and post-menopause)
- Lack of management training on women's health issues
- Poor ventilation and air quality
- Inadequate access to drinking water
- Inadequate or non-existent toilet/washing facilities
- Lack of control of temperature/ light
- Lack of appropriate uniforms or personal protective equipment (PPE)
- Inflexible working time rules/ break times/length of meetings
- Inflexible policies which penalise women because of their symptoms
- Negative attitudes
- Excessive workloads
- Workplace stress
- Unsympathetic line management/colleagues
- Bullying and harassment



What the policy covers

Access to Workplace Support

- Line Manager
- Other manager of a trusted colleague
- Women's Network
- HR Business Partner or HR Adviser via hr@southwark.gov.uk
- Employee Assistance Programme
- Occupational Health
- Menopause Support Group
- Trade Union representative

What the policy covers

Key Line Management Actions & Adjustments

- Have supportive conversations;
- Ensure that all information shared by the employee is treated in the strictest confidence and is not shared further without the employee's consent;
- Listen to and gain an understanding of any concerns your employee has about their issues or symptoms, avoiding assumptions;
- Take account of individual and business needs when dealing with requests for special/medical leave, being mindful of the importance of being supportive of attendance at appointments;
- Outline the support available to the employee, such as Occupational Health, the Employee Assistance Programme and adjustments in the workplace;
- Put identified adjustments in place without delay;
- Use of the Risk Assessment Tool
- Discretion in the implementation of existing policies
- Contact HR for advice if unsure of any aspect of the policy.

What the policy covers

Self-Help Measures

- → Consulting with a GP on the management of the menopause and to ensure that any symptoms are not due to any other causes
- → Having access to natural light
- → Getting adequate rest and relaxation
- → Wearing natural fibres
- → Eating healthily and regularly – research has shown that a balanced diet can help alleviate some symptoms and help keep bones healthy
- → Drinking plenty of water – some women find chilled water helpful
- → Exercising regularly – exercise can help to reduce hot flushes and improve sleep. It can also help boost mood and maintain strong bones
- → Not smoking
- → Be aware of your caffeine and alcohol intake

What the policy covers

Signposting & Support

- [Employee Assistance Programme \(EAP\)](#)
- The Council's Employee Assistance Programme is available 24 hours a day, 365 days a year. The EAP can advise on a range of issues and arrange counselling where required.
- Freephone telephone from UK landlines - **0800 756 3354**, 24/7 365 days a year
Website: [Login Link](#)
- **Contact details Menopause Support Group:** Yammer

External Links

- [Menopause matters](#)
- [The British Menopause Society](#)
- [NHS menopause pages](#)
- [NHS information on HRT](#)
- [NICE Menopause: diagnosis and management](#)
- [Menopause Support UK](#)