

Women over the age of 50 are the fastest growing segment of the workforce, and most will go through the menopause transition during their working lives. Many employees won't be able to meet their full potential at work unless they get the right support from their employer. Employers that support women through the menopause will reap the benefits in terms of increased engagement and loyalty, as well as lower sickness absence and employee turnover.

1 in 4
experience
serious
menopausal
symptoms



Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide information about menopause including support and resources available
3. Develop your organisational approach to support women transitioning through menopause including support within policies/ processes
4. Develop an initiative/ programme of activity focussing on menopause and ensure the initiative/ activity is evaluated to demonstrate impact



Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- It is important to raise awareness of and normalise menopause to the whole workforce including women in or approaching menopause, younger women and male employees.
- Consider providing training to managers to increase understanding and support available. Ensure training includes the development of listening skills and sensitivity and how to have difficult conversations.
- Consider how your workplace could become menopause friendly, this could include reviewing the physical workplace environment, including adapting temperature and ventilation, providing cold drinking water and washroom facilities at all workplace locations.
- Consider developing a menopause policy or reviewing policies and procedures to incorporate supportive approaches such as:
 - Adjustments within the workplace
 - Flexible working
 - Allowing paid time off to attend appointments
 - Accurately recording absences related to the menopause as an ongoing health issues
- Consider planning a programme of activity focussed on menopause to tackle stigma, raise awareness of symptoms and experiences and access to support available. This could include campaigns, seminars, sharing videos, signposting to online resources.
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.



Local/National Resources:

BITC menopause in the workplace [toolkit](#) (paid resource)

ACAS menopause at work [guidance](#)

Gov.UK menopause transition [report](#)

NHS menopause [webpage](#)

Henpicked menopause in the workplace [website](#)