

30 January 2024

Menopause in the workplace: How to support employees





**Welcome to MIA
members**

Meet the Presenters and Technical Support

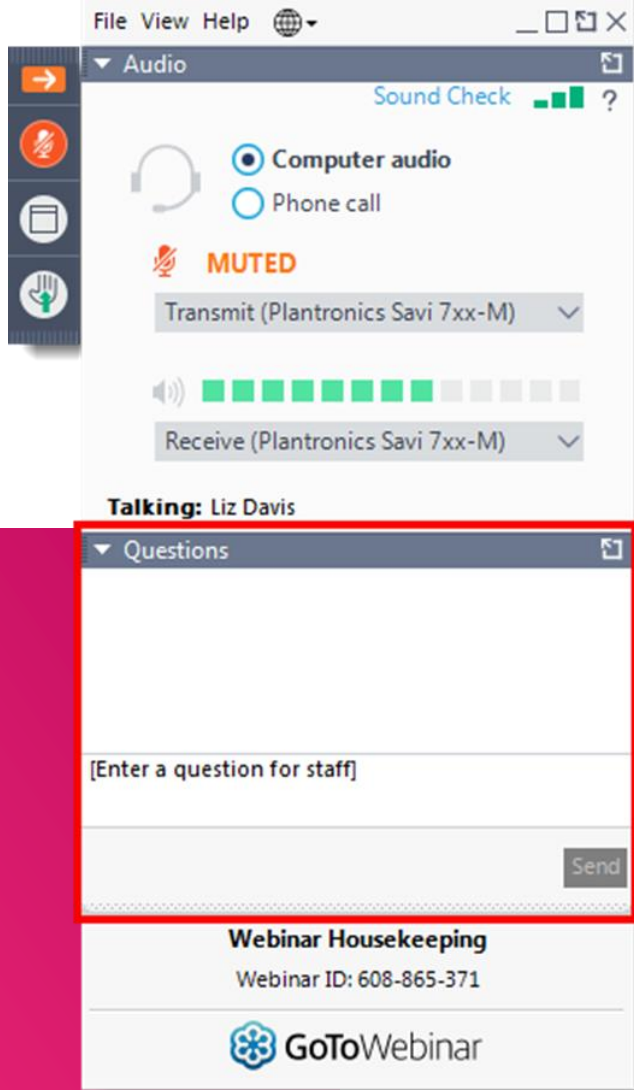
	 <p>Sue Watson Operations Director</p>	
 <p>Victoria Templeton HR Knowledge Manager</p>		 <p>Hannah Wallace Marketing Manager</p>





How to ask questions





GoTo Webinar Housekeeping

Time for Questions

Your Participation

Please continue to submit your text questions and comments using the Questions panel



Agenda

- Understanding the menopause
- An employer's legal duty
- Practical steps to support employees
- Q&A –



13 million

Of the UK's entire female population who are peri / menopausal
NHS England February 2022

80%

People going through the menopause are in work

NHS England February 2022

4.5 million

Women aged 50-64 in employment

Menopause and the Workplace – House of Commons Women and Equalities Committee

900,000

People left their jobs because of menopausal symptoms

BUPA 2022



Understanding the menopause



- The menopause = at least 12 months without having had any periods
 - Average age in the UK is 51
- Perimenopause = the time leading up to the menopause, when symptoms can begin
 - Can begin 7-10 years before having the last period
- Premature menopause = when the menopause is experienced before the age of 40
 - 1 in 100 women will experience premature menopause

Understanding the menopause



- It can be brought on by medical treatments such as surgery or cancer treatments
- Some people who are transgender, non-binary and intersex can experience the menopause
- Menopause Policy
 - A practical tool that supports employees
 - Ensures inclusivity across the organisation

Understanding the menopause



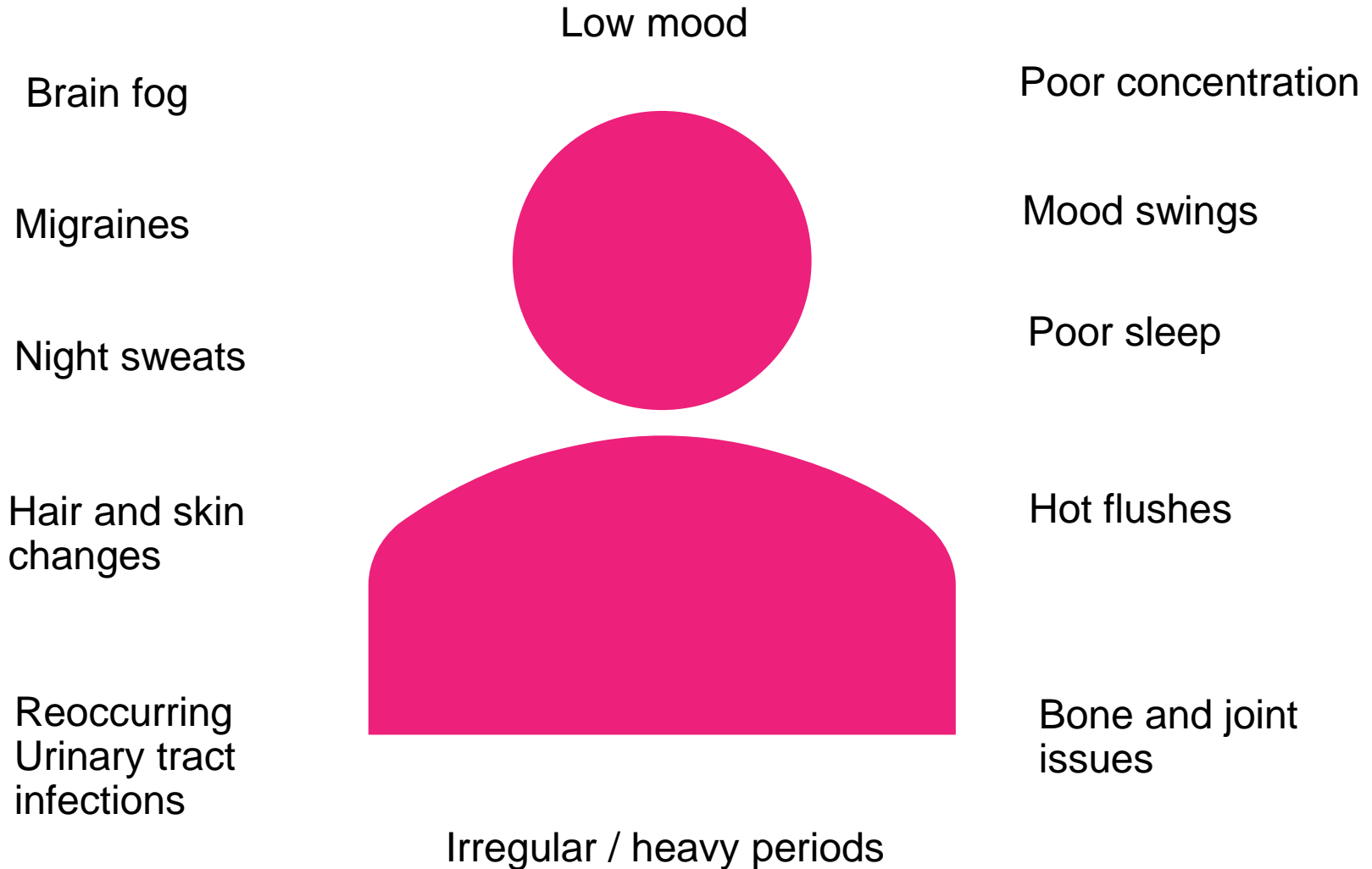
- Those born female but identify as male may experience the menopause
- Those born male but identify as female can experience symptoms like the menopause when they receive medical intervention
- Someone who is non-binary may undergo the menopause
- Someone who is intersex (born with both reproductive or sexual anatomy that does not fit with either male or female) may go through the menopause.

Understanding the menopause




- Challenges facing particular groups in the workplace
- LGBT+
- Younger women
- Ethnic minority women
- Felt excluded in conversation as it would typically be aimed at heterosexual, white, middle class older women

Understanding the menopause




Practical challenges at work

Physical symptoms

- Joint pain
 - Migraines
 - Heavy bleeding
 - Urinary tract infection
- 
- More frequent breaks,
 - Time off from work
 - Higher absenteeism
 - Lower performance levels

Mental symptoms

- Low mood
 - Mood swings
 - Hot flushes
 - Anxiety
 - Tiredness
 - Poor concentration
 - Brain fog
- 
- Errors in work
 - Slower at carrying out the work
 - Lateness
 - Lower engagement
 - Poor decision making
 - Procrastination
 - Loss in confidence
 - Absenteeism





An employer's legal duty



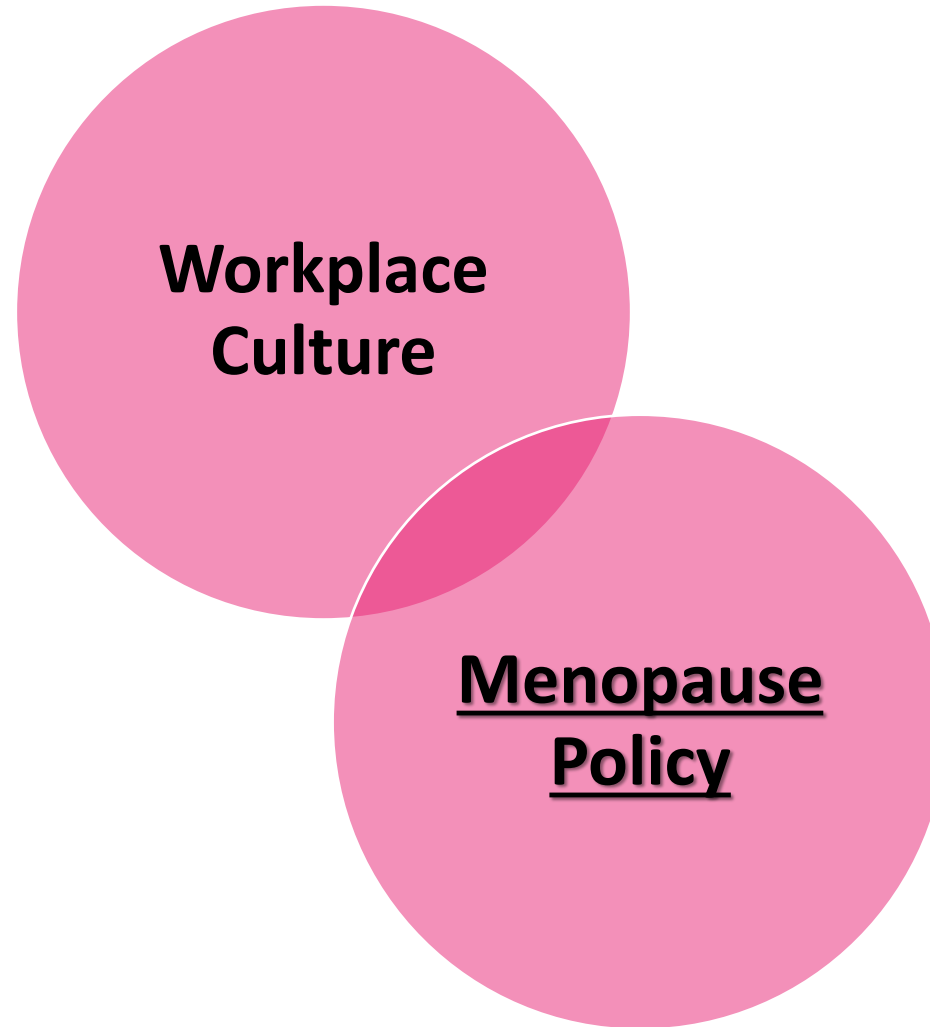
- Equality Act 2021:
 - Age discrimination
 - Disability
 - Sex
 - Gender reassignment
- Unfair dismissal
 - Performance is connected to menopausal symptoms
(Merchant v British Telecommunications)
 - Absence is connected to menopausal symptoms
- Health and safety

Practical steps to support employees

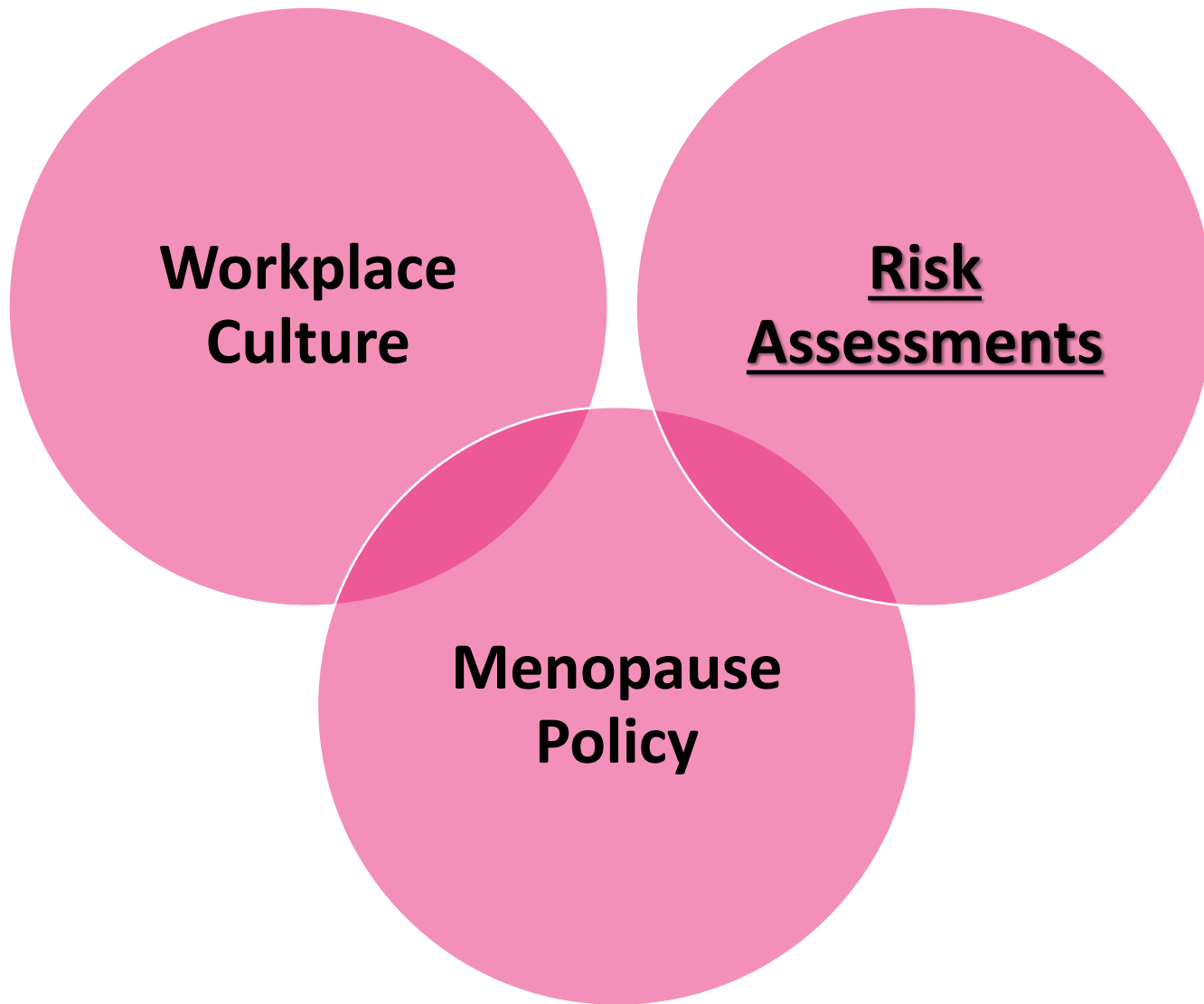


**Workplace
Culture**

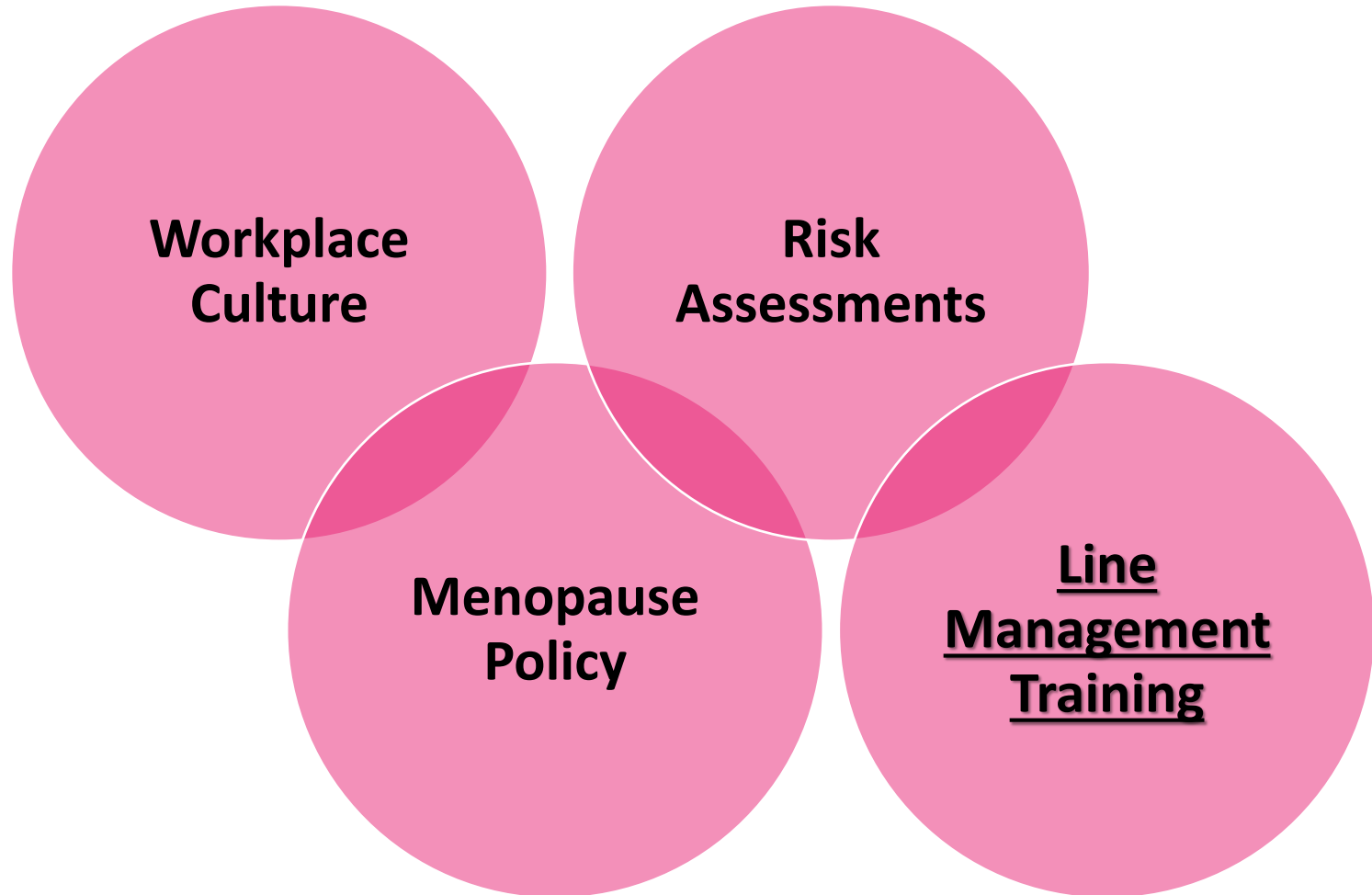
Practical steps to support employees



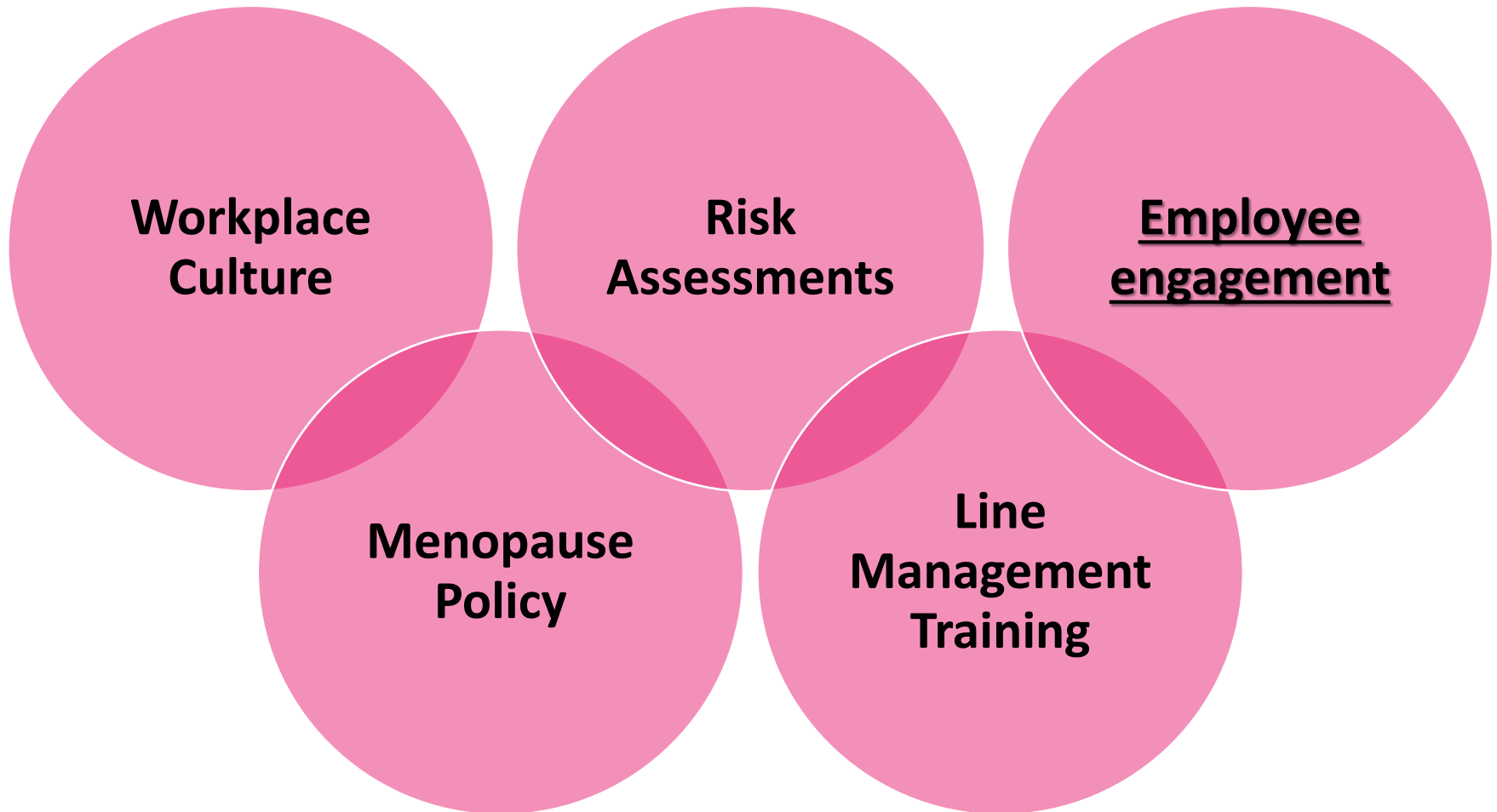
Practical steps to support employees



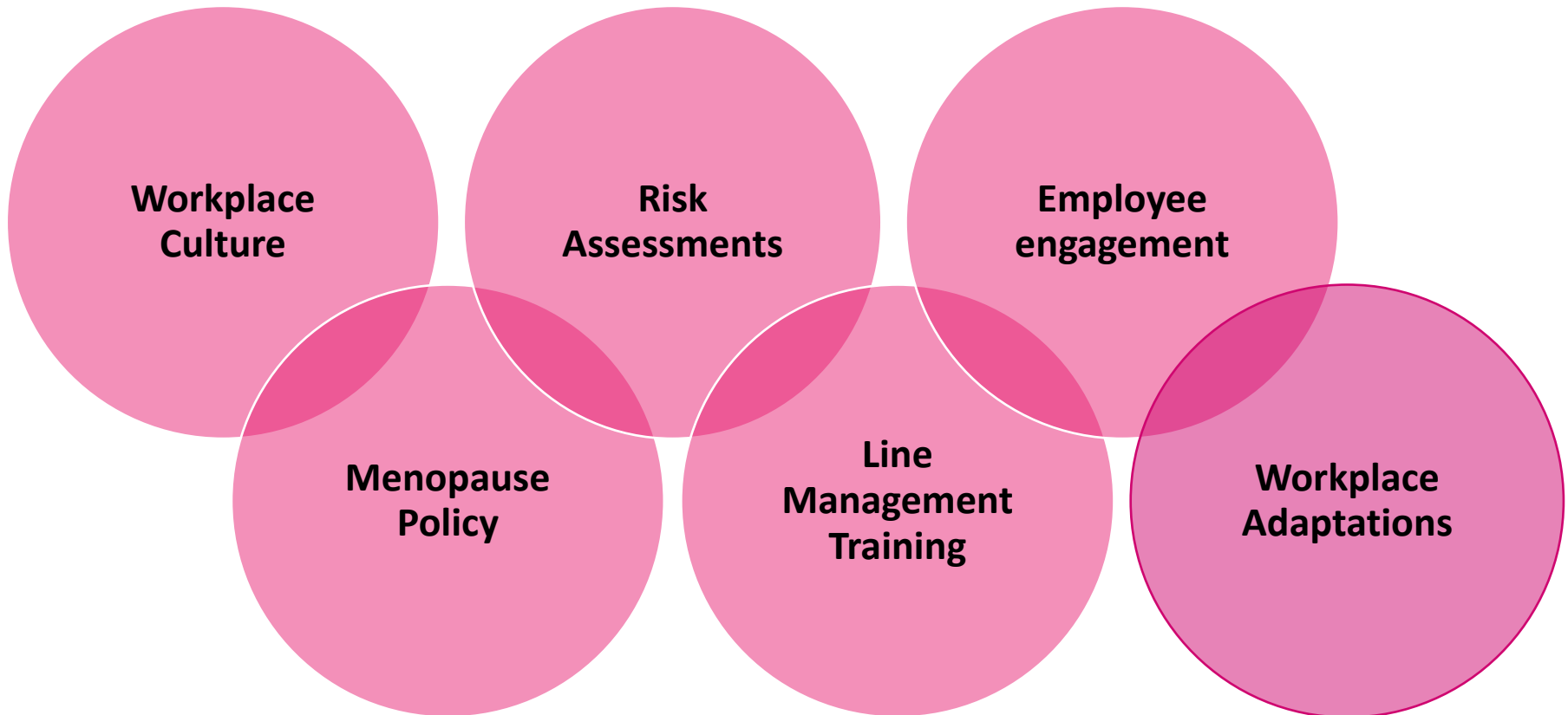
Practical steps to support employees



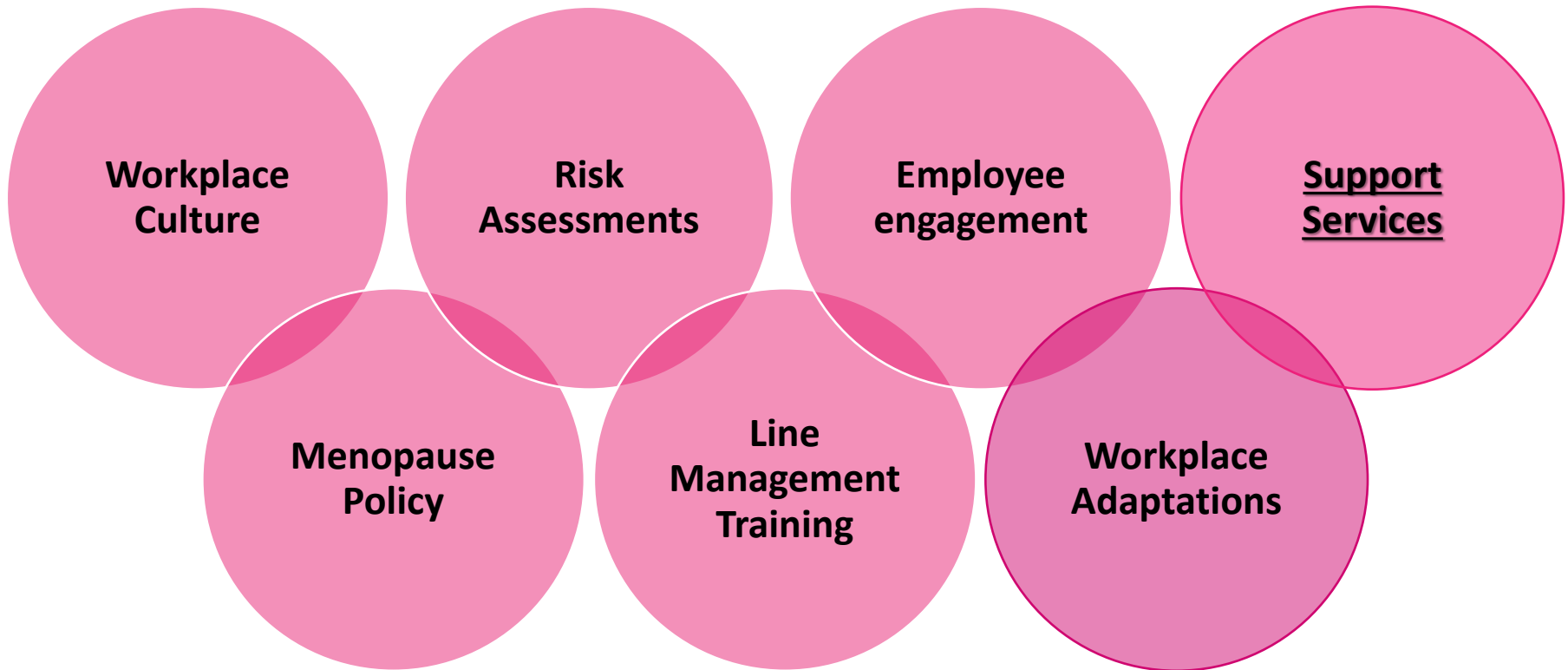
Practical steps to support employees



Practical steps to support employees



Practical steps to support employees





Attendee Questions....

Should I tell the team about one lady's menopausal issues so they are more tolerant of her mood swings?

As a male employee, how do I support those who are going through the menopause? How do I approach the subject without offending anyone? How can I be supportive when a symptom arises?

As a male employee, how do I support those who are going through the menopause? How do I approach the subject without offending anyone? How can I be supportive when a symptom arises?

A lady in the office keeps opening the window when the heating is on and I'm getting feedback from other team members, how should I handle this?



Supporting male colleagues to manage their employee's menopause journey



- Line Management Training
- Policy
- One to Ones
- Workplace culture
- Information sharing
- Handling conversations

Understanding the menopause



- Menopause Policy
- Line Management Training
- Building a workplace culture that encourages talking openly and normalising it
- Menopause Champion
- Regular meet ups
- Confidential professional counselling services
- Opportunity to take more regular breaks
- Flexible working that allows varied work patterns
- Part time working
- Signpost to reputable local and national support services



Information and Support



- Faculty of Occupational Medicine of the Royal College of Physicians: [Guidance on menopause and the workplace](#)
- The Menopause Charity
- To add



Virtual Employment Law Seminar

HR
Solutions
from workfest

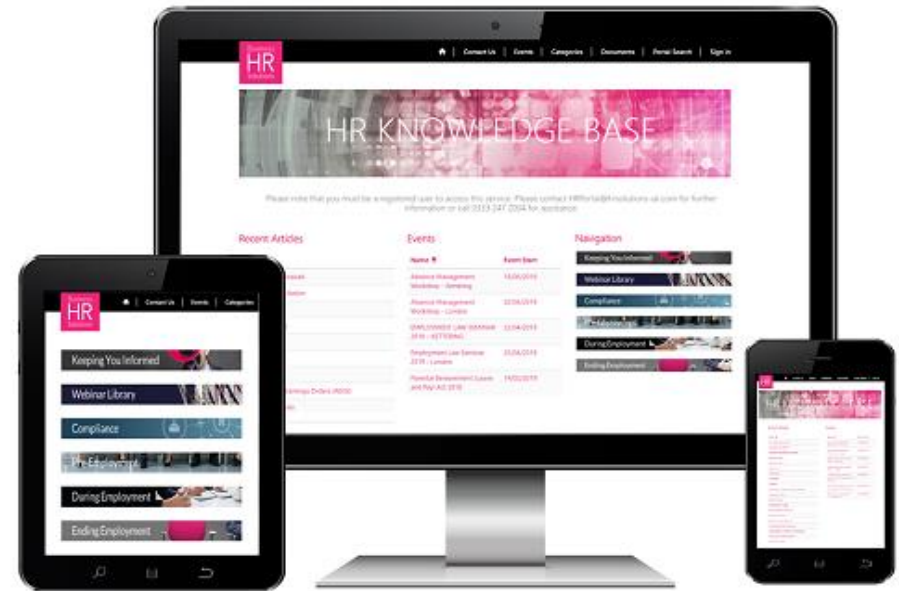
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14 March @ 10am
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Thank you

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