



## MENOPAUSE FRIENDLY WORKPLACE

### Is Your Workplace Menopause Friendly?

How do you know if your workplace is menopause friendly? Answer the 10 questions below to find out:

- Do you have a specific menopause policy?
- Is menopause referred to in any of your policies?
- Do you know how you would handle menopause-related illness as part of your sickness absence procedures?
- Do you know how your female employees feel about discussing menopause with their line manager?
- Do line managers know how to support a female member of their team who is struggling with the menopause?
- Have you run any awareness programmes within your organisation around supporting women through menopause?
- Do you know how many of your employees are female and aged 40-60?
- Are you clear on what reasonable adjustments you should be making to support a woman that is struggling with menopause symptoms?
- Do line managers and your HR teams understand the legal framework surrounding menopause?
- Do you provide any expert training and support for line managers and your female employees?

**Some “Yes’s”:** If you’ve answered yes to any of these questions then you’re doing a lot more than most organisations. But, could you do more?

**Mostly “No’s”:** If you answered no to most of these questions then this is an amazing opportunity for you to address these areas. Becoming menopause-friendly doesn’t need to be complicated.



It can feel like a very hard topic to tackle in the workplace, there is still a lot of negativity surrounding the word menopause but this doesn't need to be the case. Menopause happens to every woman, so why is it not talked about?

You have an opportunity to be a menopause-friendly workplace and becoming an employer of choice for female talent.

### **Why do we need to think about menopause in the workplace?**

- Women are working in greater numbers than ever before
- Just over 70% of women are in paid employment
- Women make up 47% of the workforce
- In the UK, around 4.3 million women aged 50+ in employment
- Increased rates of employment of women aged 50 and above mean more working women than ever will experience menopause
- Increase in female leadership means many women are struggling with symptoms whilst in senior positions



### **But why should you bother?**

What are the benefits for your organisation:

- Increased employee engagement
- Reduced absenteeism
- Increased productivity
- Improved retention and recruitment
- Support a culture of diversity and equality
- Reduce the risk of employee relations issues
- Improved employee well-being

At Menopause Club for Business, we believe every organisation can become menopause-friendly. We can work with you to plan the right strategy for your organisation. To book a free discovery call email: [sally@themenopauseclub.com](mailto:sally@themenopauseclub.com)

