

Three Counties Academy Trust



Menopause Policy

#HR31

Last amended 11th December 2025

To be reviewed no later than September 30th 2028

Statement of intent

Three Counties Academy Trust (TCAT) is committed to fostering a supportive, inclusive and respectful working environment in which all staff can thrive. We recognise that menopause is a natural life stage that may have a significant physical, emotional and psychological impact on many individuals. As an employer, TCAT acknowledges its responsibility to ensure that staff experiencing perimenopause or menopause are treated with dignity, understanding and fairness, and that they receive appropriate support to continue performing their roles effectively.

The purpose of this policy is to raise awareness of menopause, remove stigma, and promote an open culture in which staff feel safe and confident to discuss symptoms or seek adjustments without embarrassment or disadvantage. TCAT understands that the nature and severity of menopausal symptoms vary widely, and that experiences are personal and may intersect with other aspects of health and wellbeing. Our approach is therefore grounded in empathy, flexibility, and a commitment to meeting individual needs wherever operationally possible.

TCAT recognises menopause as a potential workplace health and wellbeing issue and acknowledges that symptoms may, in some cases, amount to a disability under the Equality Act 2010. We are therefore committed to ensuring that no member of staff is discriminated against or disadvantaged as a result of menopausal symptoms, and that reasonable adjustments are considered and implemented sensitively and promptly where required.

Through this policy, we aim to provide clear guidance for staff and leaders, promote access to appropriate support and resources, and build a workplace culture that encourages understanding and open communication. This includes supporting line managers to feel confident in holding conversations, identifying reasonable adjustments, and responding with professionalism and care.

By adopting this policy, TCAT reaffirms its commitment to equality, wellbeing and the development of a compassionate, respectful and safe working environment for all staff. Our intention is to ensure that every individual feels valued, supported and able to continue contributing positively to the life and success of our schools throughout all stages of their working lives.

To that effect, we subscribe to and promote the Menopause Guidance (HR031) as set out by our HR partners Hoople and used across the county of Herefordshire. The latest version of this policy will be the version used should the need arise.

The latest (HR031) Menopause Guidance can be obtained on request from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified by Hoople and adopted by the TCAT Trust Board.

Please note, where Hoople can at times have not ratified a new version of a policy before their planned review date, we will always use the latest version available, even where that may fall outside date scope until Hoople have approved a replacement.