



THE **LEARNING** PARTNERSHIP

## Menopause Policy

<b>Policy lead:</b>	Leanne Takaki
<b>Last review date:</b>	April 2022
<b>Next review date:</b>	April 2025
<b>Approval needed by:</b>	Finance and Staffing Committee

### History of most recent policy changes

Date	Page / Section	Change	Origin of change e.g. Legislation, TU request
April 2022	All	Policy draft finalised	New policy

## Policy Equality Impact Screening

Date of screening: April 2022; 08 November 2022						
Name of person completing screening: Leanne Takaki; Allan Howells						
	Does this policy have the potential to impact on people in any of the identified groups?		What is the expected impact of this policy on any of the identified groups			Notes
	<b>Yes</b>	<b>No</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	
<b>Age</b>	x x		x x			The menopause is not a protected characteristic under the Equality Act 2010, but if an employee or worker is put at a disadvantage and treated less favourably because of their menopause symptoms, this could be discrimination if related to one or more of the adjacent protected characteristics.
<b>Disability</b>	x x		x x			
<b>Gender Reassignment</b>	x x		x x			
<b>Race or Ethnicity</b>		x		x		
<b>Religion or Belief</b>		x		x		
<b>Marriage</b>		x		x		
<b>Pregnancy/ Maternity</b>		x		x		
<b>Sex</b>	x x		x x			
<b>Sexual Orientation</b>		x		x		
Should the policy have a Full Equalities Impact Assessment? <b>Yes/No</b> No						

## Introduction

The Learning Alliance is proud to be a Menopause Friendly employer in collaboration with Menopause in the Workplace. Our aim is to ensure that all staff affected by the menopause feel supported and comfortable in work, both when experiencing symptoms and when asking for support and adjustments. Senior staff and line managers have specific responsibilities for providing support and considering reasonable adjustments to minimise the risk of the working environment. This policy aims to minimise menopause related stigma within all Trust schools by educating staff on what it is and the symptoms that staff affected by it might suffer. Further resources and practical guidance for staff members and managers is available in the 'Further Resources' section of this policy.

## Definitions

The **menopause** is a stage of life when a woman\* stops having periods. It typically affects those aged between 45 and 55, when oestrogen (female sex hormones) levels begin to fall. In the UK, the average age to reach the menopause is 51.

**Perimenopause** is the time of hormonal change leading up to this, when a woman may experience symptoms. **Post-menopause** is the time beyond menopause.

**Early menopause** is when a woman's periods stop before the age of 45. It can happen naturally, or as a side effect of some treatments.

For the purpose of this policy, any reference to the menopause shall include perimenopause and early menopause.

*\*We acknowledge that while the majority of people affected by the menopause will be women, those who are trans or non-binary may also experience the menopause or menopause-type symptoms. The support outlined in this policy is designed to meet the above aims for all affected colleagues.*

## Symptoms

Individuals suffering from the menopause may experience symptoms that cause changes to their emotions and other aspects of their health, some of which may impact them at work.

Menopausal symptoms might include:

- Hot flushes, night sweats and palpitations
- Difficulty sleeping, insomnia and fatigue
- Low mood, anxiety and depression
- Headaches and joint and muscle pain
- Weakened bladder function and urinary tract infections
- Vaginal dryness and reduced sex drive
- Problems with memory, confidence and concentration

For some individuals, being at work may make their symptoms worse. For example, if the temperature is too high, this may cause symptoms such as hot flushes, dizziness, discomfort, sweating and heart palpitations.

Symptoms affecting sleep can make it difficult for staff experiencing them to concentrate and stay focused, while low confidence, low mood and anxiety may impact on decision-making and relationships with colleagues.

We acknowledge that the menopause will affect everybody differently – some individuals may experience no symptoms at all, and some may experience a variety. We will adapt our response to staff affected by the menopause on a case-by-case basis.

## Legislation and Guidance

Under the [Health and Safety at Work Act 1974](#), employers have a legal duty to ensure the health, safety and welfare of all staff, so far as is reasonably practicable.

The [Management of Health and Safety at Work Regulations 1999](#) require that employers assess the risks to the health and safety of their employees. This requires undertaking general risk assessments, which should include specific risks to the health of staff affected by the menopause.

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex and disability. Employers are under a statutory duty to consider whether any ‘reasonable adjustments’ are required to alleviate any disadvantages staff encounter based on these characteristics.

[Section 6](#) of the Equality Act 2010 states that a person has a disability if:

- They have a physical or mental impairment, **and**
- The impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities

Relating specifically to menopause symptoms:

- Many of the aforementioned symptoms would be likely to be classified as a physical and/or mental impairment
- ‘Substantial’ means more than minor or trivial
- ‘Long-term’ means an impairment if it has lasted for at least 12 months, is likely to last for at least 12 months, or is likely to last for the rest of the life of the person affected
- ‘Day to day activities’ are those carried out by most people on a regular basis, and includes but is not limited to: walking, driving, carrying or moving things, being able to concentrate, writing, reading, typing, speaking

Ongoing symptoms linked to the menopause may meet the definition of a disability and where they do, employers will be required to consider whether any reasonable adjustments are required to alleviate any disadvantage.

Any such adjustments will be made on a case-by-case basis and, where appropriate, staff affected by the menopause will be offered a variety of approaches to support them.

## **Roles and Responsibilities**

### **The Trust**

The Trust has ultimate responsibility for health and safety matters in the school, but will delegate day-to-day responsibility to the Headteacher/Principal in each school.

The Trust has a duty to take reasonable steps to ensure that staff are not exposed to risks to their health and safety on the school premises.

The Trust, as the employer, also has a duty to:

- Assess the risks to staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage those risks
- Inform employees about risks and the measures in place to manage them
- Make sure that adequate health and safety training is provided

### **Role of Senior Staff**

Senior staff will make reasonable adjustments to the workplace to support staff experiencing the menopause, and to make sure the workplace doesn't make their symptoms worse, by:

- Carrying out individual risk assessments to assess working conditions in line with the specific needs of staff affected by the menopause
- Monitoring the wellbeing of staff through regular surveys and structured conversations
- Providing resources and training opportunities to make sure that all line managers and HR staff are aware of the menopause, its potential impact on work, and what adjustments may be necessary
- Promoting information about and access to support services
- Ensuring good ventilation and air quality throughout the school, leaving doors open where appropriate and ensuring windows can be safely opened
- Ensuring regular access to cold drinking water for all staff
- Regulating and monitoring the temperature of the school and collecting feedback from staff, as well as ensuring the temperature can be regulated per room by turning down radiators for example
- Ensuring toilet, washing and sanitary facilities are accessible for staff, and establishing a system that allows for cover for staff to access these facilities where necessary while they are teaching
- Providing suitable equipment to help manage symptoms as requested
- Fitting blinds to windows
- Designating a member of staff such as a wellbeing champion that staff affected by the menopause can speak to about their symptoms in confidence, if they do not feel comfortable doing so with their line manager

Senior staff will work to create a culture in the school where staff can talk openly about the menopause by:

- Providing information on the menopause in the staff room, e.g. posters and leaflets
- Creating a support group so that those who want to can seek support from each other
- Providing training for staff and managers to achieve consistent practice
- Referring to the menopause in the school's staff wellbeing policy
- Considering the use of an occupational health service

### **Role of Line Managers**

Line managers who work with staff who may be affected by the menopause will:

- Provide a non-judgmental, empathetic and confidential support system to staff
- Appreciate the personal nature of any conversations about the menopause and treat them confidentially and sensitively
- Monitor sickness absence, and have support meetings with staff if any patterns emerge
- Have regular, informal conversations with staff that they line manage who are affected by the menopause to discuss what support they need, and record any reasonable adjustments that are agreed
- Consider flexible working requests in order to accommodate acute symptoms
- Allow staff affected by the menopause to discuss break and timetabling options if necessary to help manage symptoms
- Be supportive of need to attend relevant medical appointments
- Promote information about and access to external support services
- Record menopause-related absences as an 'ongoing health issue' and review triggering sickness absence procedures on a case by case basis
- Be sensitive to symptoms of the menopause during the performance management process
- If necessary, seek advice from HR or occupational health colleagues, or discuss a referral with the staff member to occupational health for further support

### **Role of staff members affected by the menopause**

We encourage staff who are experiencing menopausal symptoms that are impacting their health and wellbeing at work to:

- Share their practical needs to reduce the difficulties the menopause can cause and their preferred coping strategies with their line manager, or with the designated well-being champion

- Report honestly about their wellbeing and let their line manager or another trusted member of staff, such as the well-being champion, know if the menopause is having an impact on this
- Make time in their schedule to visit their GP and other support services

### **Role of All Staff**

Staff will work together to support those among them affected by the menopause.

All staff are expected to:

- Promote health and wellbeing for themselves and others, at all times
- Treat each other with empathy and respect
- Support other members of staff, such as by providing practical assistance or emotional reassurance
- Accept and support any adjustments that staff affected by the menopause may be receiving as a result of their symptoms
- Report honestly about their wellbeing to their line manager or to another trusted member of staff, such as the well-being champion

### **Further Resources**

The following TLA Employee guides are available at: [Staff Wellbeing | The Learning Alliance](#)

- What is Menopause?
- Talking to your manager about Menopause
- Talking to your GP about Menopause
- Having a Supportive Conversation about Menopause – For Managers
- Support and Reasonable Adjustments – For Managers

Further resources to aid understanding and to provide support for staff affected by the menopause:

- [Menopause](#) (NHS)
- [Menopause Matters](#)
- [Menopause: diagnosis and management](#) (National Institute for Health and Care Excellence)
- The [Daisy Network](#) charity
- [Menopause in the Workplace](#)
- [Menopause resources](#) from the CIPD, particularly for:
  - [Line managers](#)
  - [HR staff](#)



## **Links to other Policies**

This policy is linked to our:

- Staff wellbeing policy
- Health and safety policy
- Sickness absence policy
- Flexible working policy
- Equality, Diversity and Inclusion policy
- Dignity at work policy