

10 simple ways to support menopause in your workplace.

Once a taboo topic in the workplace, menopause is becoming a top priority for businesses. With nearly 8 out of 10 menopausal women in work, businesses who aren't offering support risk losing a significant and experienced segment of their workforce. So what can employers do to support and retain these women?

We've compiled this checklist for people leaders, with small changes that you can make in your workplace to make a difference to those managing menopause.

- Make hybrid working an option** – support working from home where possible, particularly for those times when menopausal symptoms are most challenging.
- Provide a comfortable office environment** – Consult with workers to check that the office temperature is comfortable. Is there adequate ventilation? Consider providing a cooler area that employees can move to if they need to, or supply desk fans.
- Be flexible** – For many people, the first hours after waking can be particularly challenging; with brain fog and night sweats. Giving people the option to adjust the start and end times of the working day can be immensely valuable.
- Empower your team with knowledge** – It's important that all people leaders and line managers understand what menopause is, how it can affect colleagues and how they can talk to their team members about it.
- Ensure welfare facilities are adequate** – Make cold drinking water available for staff to access easily and situate suitable sanitary facilities within easy reach of workstations. Provide a good range of sanitary products in the toilets.
- Support your people with an Employee Assistance Programme (EAP)** – Quick and easy access to anonymous and professional mental health support can be invaluable to people struggling with menopausal symptoms.
- Have a fair sickness policy** – Allow menopausal women to attend medical appointments during the working day, as often this is the only time these appointments are available. Provide paid time off for treatment if needed.
- Encourage promotion in the workplace** – Raise awareness of menopause by running internal events or lunch and learns. Are there communication channels to enable information to be shared?
- Negotiate flexible rest and toilet breaks** – Allow flexibility to take short breaks during the working day, particularly between meetings. Make sure there are good rest facilities and quiet areas for this.
- Consider health apps** – There are a number of apps out there offering personalised menopause support. Giving your employees easy access to information and real, human menopause experts is a high impact tool to improve their health and wellbeing.