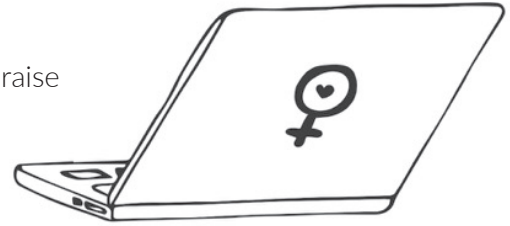


Menopause Plan for business

It is important to think about where and with whom you can first raise the topic of Menopause.

Is there someone you know who would be an early supporter?
How can they assist you with bringing the matter to the attention of the most senior decision-makers in the organisation?



It can be a tricky conversation to have, so here are some ideas to get things started in your workplace (or any workplaces you support).

How to start the conversation: Questions to ask

- What is the age demographic of our employees overall?
Remember, menopause impacts men personally and professionally as well as women
- How many of those we employ are women?
What functions or locations do they work in?
Where should we start or focus our efforts?
What ages are our female employees and how does that look over the next 2-5 years?
- To what extent do we think menopause is an issue for our workforce?
Have any employees raised the matter already?
Are there any trends or indicators in our absence data?
- How well equipped are we as a business when a woman raises menopause matters?
- What do we want to do about the menopause in our workplace?
- How can we let employees know that it is safe to talk about the menopause here?
- Are we prepared to sign up to the Menopause Workplace Pledge?
- How can we support line managers to feel comfortable discussing this topic when it's raised?
- Where and how can we provide support to employees?
What internal mechanisms do we already have that we could use?
- What external help might we need?
- Who should be the primary sponsor of any menopause initiative?

We all know that talk is cheap and that it's actions that matter. What follows are options of support for employees within your business.

Possible Actions to implement

- Educate senior leaders
Help them to understand the magnitude and importance of the issue, especially with regards to impacts on absence, productivity and retention.
- Appoint a senior sponsor
Ideally a male ally to sponsor and show the organisation's commitment to the issue
- Sign up to The Menopause Workplace Pledge
Available at www.wellbeingofwomen.org.uk this national initiative already has over 600 employers signed up and is a public commitment to discussing menopause
- Implement a Menopause Policy
No need to write one from scratch! Contact me for details.
- Review existing policies
Consider updating workwear, performance & talent review, absence policies and any others that may help to ease symptoms or support women
- Review current healthcare provision
Look to extend and/or amend to cover menopause appointments and treatments
- Utilise technology to gain insights
Check in regularly with employees about how they are feeling - and then act on it
- Appoint & train Menopause Advocates/Champions
Provide deeper insights like you would to First Aiders/Mental Health First Aiders
- Train First Line Managers
In both the policy and wider context to help them respond when it's raised
- Hold menopause support groups
Opportunities for women to get together and talk in a safe environment
- 121 'emergency' support
Immediate support for women and line managers when matters arise
- Induction training
Set out your menopause-friendly culture to employees from day 1.

For further support with implementing menopause support in your workplace,
contact me at carolynhobdey@live.com