



# How menopause friendly is your organisation?

**There are more people experiencing menopause at work than ever before. It's important that all employers put the right awareness, education and support in place.**

This quick checklist highlights the best practice elements to think about:

<p>Is it clear how your organisation supports menopause at work?</p>	<p>It's not law to have a menopause policy but it's best practice to have accessible and well publicised information:</p> <ul style="list-style-type: none"> <li>• Do you have either a menopause policy or guidance document, or is menopause included in another policy?</li> <li>• Have you reviewed your existing policies to ensure they include menopause e.g. flexible working, absence and sickness?</li> </ul>	<p>✓/✗</p> <input type="checkbox"/> <input type="checkbox"/>
<p>Do you have a culture where menopause can be talked about openly?</p>	<p>Talking about menopause openly supports an inclusive, diverse culture focused on equality, health, safety and performance. Do you:</p> <ul style="list-style-type: none"> <li>• Have information about menopause on your intranet or other communications channels such as staff magazines?</li> <li>• Have colleague networks or a menopause network where employees can discuss menopause, either in person or online?</li> <li>• Promote menopause awareness in campaigns like National Women's Health Week (May) or World Menopause Day (Oct), or include menopause in your own wellbeing campaigns?</li> <li>• Have menopause awareness and education sessions for colleagues?</li> </ul>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p>Do your managers and support teams have the right knowledge and skills to talk about menopause?</p>	<p>It's important that managers, HR and Occupational Health teams know:</p> <ul style="list-style-type: none"> <li>• What menopause is, its symptoms and how they can affect a woman at work.</li> <li>• What changes or reasonable adjustments help a menopausal woman.</li> <li>• Your organisation's approach to supporting menopausal women.</li> <li>• How to have a supportive conversation about menopause.</li> </ul>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p>Do you provide access to occupational health support?</p>	<ul style="list-style-type: none"> <li>• Do your employees have access to occupational health support either directly or by referral?</li> <li>• Do you have an Employee Assistance Programme which supports menopause in the workplace?</li> <li>• Are they trained on menopause, how it can affect a woman at work and how to help?</li> </ul>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p>Do your employees wear uniforms or have a dress code?</p>	<p>If a uniform or dress code is needed at work:</p> <ul style="list-style-type: none"> <li>• Can they be adapted to manage hot flushes or cold sweats e.g. layering?</li> <li>• Can extra garments be ordered if needed?</li> <li>• Do you think about the fabric and fit when redesigning or updating new uniforms?</li> </ul>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p>Do your workplace facilities support those experiencing menopause symptoms?</p>	<p>The work environment can sometimes make symptoms worse:</p> <ul style="list-style-type: none"> <li>• Is it possible to adjust workplace temperature or provide desk fans?</li> <li>• Is there access to cold drinking water, washroom facilities and toilets in all workplace situations, including off site?</li> <li>• Could those who need to stand for a long period of time or are customer facing take an extra break or sit down?</li> </ul>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

# Henpicked: Menopause in the Workplace



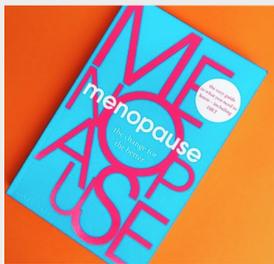
Menopause: The Change is Here - ITN Productions

"Working with Henpicked was easy. They are experts around the menopause, and really helped us make a big difference to our colleagues. They guided us to make sure we had everything we needed, so that line managers were equipped to have great conversations and colleagues felt supported. Henpicked were fantastic throughout"

**Sarah Beisly, Sainsbury's Group**



Tried, tested and trusted eLearning modules



Henpicked's book: Menopause the change for the better

"Next we were thrilled to have Henpicked on site to train our Menopause Advocates, newly named the Embracing The Change Team #ETC. The team are really excited about 'spreading the menopause word' and supporting both men and women in the workplace through education, useful resources and creating opportunities to simply talk with those who understand. The #ETC team are ready and armed with the skills and knowledge to make a difference with those seeking support."

**Claire Kershaw, Next PLC**



Severn Trent menopause awareness session



Menopause in the Workplace UK-wide events

"Once we started on this journey at HSBC UK with Henpicked, we were overwhelmed by the speed we were able to move at to become a menopause friendly organisation and the impact this has had on so many lives. Individuals, line managers, friends and families impacted, have enthusiastically embraced the opportunity to talk, share, learn and feel really supported. The fact the menopause is no longer felt to be a "taboo" subject has in fact allowed other difficult subjects to also start being shared and talked about more openly."

**Anne Bell - HSBC UK**



Video: Menopause in minutes

"Henpicked: Menopause in the Workplace delivered an extensive package of Menopause training to all Marine Management Colleagues. The team worked with us to tailor the training package for our corporate requirements. Their patience, professional approach and humour whilst working towards this goal was second to none. The first Line Manager training has received excellent reviews and was delivered in a professional, easy-going and articulate delivery style! Thank you Henpicked! "

**Niki Leach - Marine Management Organisation**



## We make it easy for you....



### Training and events

Menopause awareness and education sessions for colleagues, managers, champions, advocates, HR and Occupational Health provides the right knowledge to talk about menopause confidently.



### eLearning, videos and communication tools

Ready-made and approved, make it easy for you. to educate managers and colleagues across your organisation.



### Helping your organisation become menopause friendly



### Professional toolkit of resources to support you

## Find out more and sign up for news



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