

Menopause Policy

This policy is effective in all Academies within the Learning without Limits Academy Trust and the Trust Central Team. Where the term 'Trust' is used in this policy, it covers all Academies and the Trust Offices.

Associated Policies:	
Equality Policy	Sickness Absence Policy
Flexible Working Policy	Staff Behaviour (Code of Conduct) Policy
Grievance Procedure	Staff Expectations Policy

Health & Safety Policy

3.5. For some, menopausal symptoms will be mild, but for others, symptoms can be severe and can greatly impact their day to day lives. While symptoms vary and each person's experience will differ, they commonly include:

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- 4.2. While many who go through the menopause will be able to carry on their working lives as normal, we recognise that others may benefit from adjustments to their working conditions to mitigate the impact of menopausal symptoms on their work.
- 4.3. Anyone affected by the menopause is encouraged to speak to their line manager about their symptoms and the support they may need to reduce the difficulties the menopause can cause them at work. Early notification, where possible, will also help managers to determine the best course of action to support an individual's needs.
- 4.4. A risk assessment can ensure the working environment will not worsen symptoms, and the application of reasonable adjustments will be considered, alongside the recognition of protected characteristics to ensure that there is no direct or indirect discrimination or harassment as a result of an employee experiencing the menopause.

5. Risk Assessments

- 5.1. A risk assessment will assist with the identification of any potential adjustments which may be required. Common issues that need consideration are workplace temperature and ventilation, access to adequate toilet and washing facilities and sources of workplace stress such as workload.
- 5.2. It is reasonable for managers to periodically review reasonable adjustments to ensure they are still effective over time.
- 5.3. There can also be long term effects of the menopause. For example, if as a result of the menopause a person might develop lower bone density or osteoporosis, then reasonable adjustments may be permanent.
- 5.4. The adjustment should be tailored to address the barriers/issues experienced specifically by that individual.
- 5.5. Each situation will be dealt with on a case by case basis and support could take the form of:
 - 5.5.1. **Flexible working:** any request for flexible working will be considered through the Trust's Flexible Working Policy. Requests for flexible working could include asking for:
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symptoms worse and to inform us of any further adjustments that should be considered, especially in the instances where the menopause is causing significant sickness absence or where it is directly affecting performance.

6. Internal support

- 6.1. Any employee affected by menopause has access to our employee wellbeing services which include menopause support from nurses who have attended recognised menopause courses. To access support call 01773 814403 or email nurse@uk-sas.co.uk.
- 6.2. All employees also have access to confidential and individual therapy sessions including an initial assessment. To access counselling, [submit a request](#) or call 01773 814 402.
- 6.3. Our network of Mental Health First Aiders can listen and signpost mental health support.
- 6.4. Occupational Health provide impartial and confidential advice on fitness for work and the type of support required to ensure those experiencing mental ill health can remain in the workplace or successfully return to the workplace. For more information please contact your Academy Operations Manager.

7. External support (specialist agencies and charities)

- 7.1. NHS information:
 - x www.nhs.uk/conditions/menopause

7.10. [Balance](#) - The balance website and app are platforms that educate across the globe,

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