



How we will support people with menopause symptoms.

March 2024

We will review this in March 2026

What is the menopause ?



Menopause is when a person's periods stop because of lower hormone levels.



The Peri-menopause is the time when someone starts having menopause symptoms but they are still having periods.

Lots of people go through the menopause or have menopause symptoms. This includes



- All women
- Some trans men
- Some trans women
- Some non-binary people
- Some intersex people



There are lots of different menopause symptoms that can make it harder for people to get on with daily life

What is the menopause ?

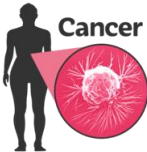


Menopause happens for most people between the age of 45 and 55.



Some people start the menopause early.

- People who have surgery to remove their ovaries



- Some people who have cancer treatments



- People who just start the menopause at a younger age with no medical reason



There are more than 30 physical and mental conditions caused by the menopause.



This can make it harder for them at work.



At Inclusion North we are committed to supporting people with menopause symptoms. We have signed the Menopause Workplace Pledge.

Menopause symptoms can make work harder for people.



There are more than 30 physical and mental conditions caused by the menopause.



Some of the most common symptoms that affect people at work are



- Problems with memory or concentration (also known as brain fog)



- Feeling more anxious or stressed



- Headaches or migraines

- Muscle aches and joint pains



- Hot flushes

- Mood changes

- Difficulty sleeping



- Changes to periods

What you can expect from Inclusion North

To support people going through the menopause Inclusion North will follow its values



- **Rights** – everyone has rights and we work hard to promote them



- **Inclusion** – we work hard to include everyone, to meet their needs and to make people feel welcome



- **Respect** – we respect ourselves and treat everyone else with respect



- **Honesty** - we are honest in everything we do



- **Flexibility** – we adapt what we do to find the best way of doing things

Rights



We work hard to make sure the rights of all staff and volunteers are included in our policies, and this includes the menopause.



The Equality Act 2010 protects people from being treated worse because of their disability, age and sex.



If menopause symptoms have a long-term and substantial impact on a person's ability to do their job, the menopause symptoms could be a disability.



Inclusion North will make reasonable adjustments to support workers who have menopause symptoms that have a long-term and substantial impact on a person's ability to do their job.



At Inclusion North We believe that everyone is equal and deserves our respect.

Inclusion



Everyone who works or volunteers with Inclusion North is valued equally.



We will support people to work more flexibly when needed because of menopause symptoms.



We will make reasonable adjustments to support people who are having menopause symptoms.



We will listen to and value their experiences to help to shape better ways of working.



We will talk openly, positively and respectfully about the menopause.

Respect



The way we speak and act shows respect for ourselves, for other people and for Inclusion North.



When people talk to us about their menopause symptoms, we will keep their information private.



We will listen, support and signpost people with menopause symptoms to the right people and information.



We will encourage people with menopause symptoms to talk to their doctor and seek help.



We will keep the wellbeing folders and information about the menopause up to date and accessible for all staff and volunteers.

Honesty



We work hard to get the right people working and volunteering for us and we trust everyone who joins Inclusion North.



We trust everyone to take responsibility for themselves and to speak to their manager about their menopause symptoms and ask for help if they need it.



We trust people to ask for reasonable adjustments if they need them. Managers will support their team members to have a Reasonable Adjustment passport and to review this regularly.



We will all take responsibility for speaking up and being honest if something is not working well. This can be done in one to one meetings and appraisals, or can be raised with our Mental Health First Aiders.



We will follow our policies and procedures to make sure people get the right support.

Flexibility



At Inclusion North we adapt what we do to find the best way of doing things and to meet everyone's different needs.



People with menopause symptoms can talk to their manager if they need more flexibility at work to manage their symptoms.



We make reasonable adjustments to the work space and workplace and we provide equipment needed to help to relieve menopause symptoms.



This might be things like room temperature at meetings and events, fans for the work space and access to cold drinks when working.



We will keep a record of days off due to menopause symptoms separately to sickness if you tell us.

Where can I find more information and support ?

You can find more information to help you to continue to work well in



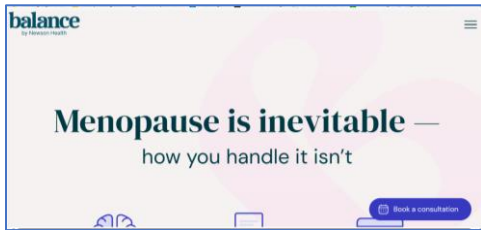
- The Code of Conduct
- Flexible working Policy
- Health and Safety Policy
- Equal Opportunities Policy
- Attendance Management Policy
- The wellbeing folder

You can speak to your line manager or someone you trust about

- How you feel
- What might help you to do your job well
- Any reasonable adjustments you might need to do your job well

Where can I find more information and support ?

Here are some resources we have found that might be useful



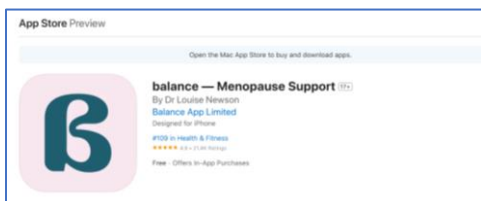
The Balance website from Newson Health

- <https://www.balance-menopause.com/>



The Doctor Louise Newson podcast

- Episode number 207 and 209 are especially for people with a learning disability



The Balance App you can download to your phone

- Go to the Apple App Store or get it on Google Play

LET'S TALK MENOPAUSE

Join the conversation
#MenopauseAtWork

DID YOU
KNOW?



SIX IN TEN

menopausal women say their symptoms have had a **negative impact on their work.**

...IT CAN CAUSE



MEMORY LOSS



DIFFICULTY SLEEPING



ANXIETY



HEADACHES



DEPRESSION

Small things can make a big difference,
find out how at [cipd.co.uk/menopause](https://www.cipd.co.uk/menopause)