



# SP-UK

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SUICIDE PREVENTION UK

Suicide Prevention UK

## Menopause Policy

2024

## Introduction and Purpose

The menopause is often misunderstood, and the impact on those experiencing the menopause is often underestimated.

Suicide Prevention UK is committed to ensuring that our team members experiencing any stage of the menopause are supported in their roles and in the workplace.

This policy outlines how we assist team members who may need additional consideration, support, and adjustments whilst breaking the taboo around the subject matter.

## Scope

This policy applies to all team members, including employees, volunteers and Trustees and covers every stage of menopause.

Please note that where this policy refers to women (she/her), we recognise that trans and non-binary people who may not identify as female may also experience the menopause.

## Definitions

**Perimenopause:** The time in which a woman has irregular cycles of ovulation and menstruation leading up to menopause. Perimenopause is also typically when most will notice varied symptoms.

**Menopause:** A biological stage in a woman's life that occurs when she stops menstruating and reaches the end of her natural reproductive life. This usually happens naturally between the ages of 45 and 55, although menopause can also be surgically induced at any time.

For symptoms of menopause, please see Appendix A.

## Legal Framework

Under the Equality Act 2010, menopause is largely covered under three protected characteristics: age, sex and disability discrimination.

The Health and Safety at Work Act 1974 provides for safe working, which extends to the working conditions when experiencing menopausal symptoms.

# Policy

## Support and Adjustments

Whilst we strive to achieve a comfortable working environment, we recognise that some team members may benefit from adjustments to their working conditions to mitigate the impact of menopause symptoms on their ability to perform in their roles.

Adjustments could include (but are not limited to):

- Making the work environment cooler or providing fans.
- Changing certain duties of the role or a change in workload.
- Flexible working applications for employees or a reduction in volunteering.

Should any team member feel that they may benefit from adjustments or support, we encourage them to speak to either a manager or Trustee, who will be happy to discuss what would work in a practical sense.

## Health & Safety

Risk assessments should be used where relevant to identify how working conditions are or could be affecting the team member experiencing menopause and outline sensible control measures to minimise or eliminate the risk to the individual's health, safety, and well-being.

Any team member who feels a risk assessment would be beneficial should speak to a manager.

## Team Member Expectations

It is reported that some of the key reasons those experiencing the menopause do not seek support are the fear of judgment, embarrassment, and concerns about a lack of understanding.

Therefore, we expect every team member to be open to conversations about the menopause and treat those experiencing symptoms with dignity and respect.

We also expect managers and Trustees to be ready to have open and sensitive conversations with team members about the menopause and work with individuals to explore what support is available.

All team members should note that **discriminatory behaviour will not be tolerated**, and any such acts may lead to disciplinary action being taken or volunteering tenures being ended without notice.

## Confidentiality

We will deal with matters and conversations related to the menopause sensitively and with due respect for the privacy of all individuals involved and in accordance with Data Protection legislation.

All team members must treat as confidential any information communicated to them in connection with the management of menopause symptoms.

Breaches of the requirement to maintain confidentiality related to such matters will be taken seriously and may result in disciplinary action.

Team members are asked to immediately report any breaches of confidentiality to a manager or Trustee.

## Monitoring and Reviewing

This policy should be reviewed periodically to ensure that it remains compliant with current legislation, meets best practices, and is not discriminatory.

Where evidence or trends indicate that our culture, policy, procedures, or workforce require intervention, an action plan will be initiated.

Policy Date: June 2024

Review Date: June 2025

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Dated and Signed by the Chair and Founder of Suicide Prevention UK:

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# Appendix A: Menopause Symptoms

