

channels such as staff magazines?

- Have colleague networks or a menopause network where employees can discuss menopause, either in person or online?
- 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?
- Have menopause awareness and education sessions for colleagues?

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.

It's not law to have a menopause policy but it's best practice to have accessible and well publicised information:

- Do you have either a menopause policy or guidance document, or is menopause included in another policy?
- Have you reviewed your existing policies to ensure they include menopause e.g. flexible working, absence and sickness?



Do your managers and support teams have the right knowledge and skills to talk about menopause?

It's important that managers, HR and Occupational Health teams know:

- What menopause is, its symptoms and how they can affect a woman at work.
- What changes or reasonable adjustments help a menopausal woman.
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Do you provide access to occupational health support?

code?

If a uniform or dress code is needed at work:

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