

[Sample article for those who've already begun]

Taking our menopause in the workplace support to the next level

Here at [company name] we want to be a great place to work, a place where our colleagues feel happy, nurtured and supported. A place where you can all be the very best you can be. [Adjust according to your organisations people strategy].

And that means giving you the right support when you need it.

Which is why back in [add date] we introduced our menopause in the workplace support, with a new policy and guidance for line managers and colleagues about what reasonable adjustments could be put in place for those suffering from symptoms. [please amend according to what your company has in place.]

Why did we do this? Because we know that the average age for a woman to reach menopause is 51, but that symptoms can start years before.

Menopause can also be earlier or later than this, due to surgery or for other reasons. Hormonal changes can affect us all at other stages in life, too, such as when undergoing fertility treatment, due to medication, or hormonal interventions. These can all bring about similar symptoms to menopause.

So many of our colleagues will be working with us through this transition or supporting someone who is.

What are the symptoms of menopause?

Everyone's experience of menopause is different. The symptoms of menopause can be physical, or psychological, ranging from hot flushes and insomnia to anxiety, fatigue and brain fog. For those that struggle with symptoms, you can't just leave them at the door when you come to work.

[Adjust accordingly] We've already trained our line managers in how to have confidential and productive conversations about menopause and encourage colleagues to discuss with their manager any symptoms that are affecting them at work.

From here, together we can discuss what reasonable adjustments might help you to feel happier and more comfortable. It could simply be extra ventilation or a fan on your desk. Or it could be flexible working to account for shifting sleep patterns. We'll monitor and review these, as your symptoms might change over time.

Becoming a Menopause Friendly employer

We're proud of how far we've come and have had some great feedback. But we know there's more we can do. More training, more awareness, more listening. Which is why we've committed to being a menopause friendly employer, taking our support through an accreditation process. When we've been assessed, we can display the Menopause Friendly employer badge.

There's a clear set of criteria we need to meet, which is then assessed by an expert independent panel to make sure we're doing all we can. Knowing that we're working towards this accreditation can reassure our colleagues that it's something that we're passionate about getting right.

Menopause is not an issue for women. It's something we all need to understand, a subject we should all feel comfortable discussing. The more awareness we have, the better we can support our colleagues, friends and family.

[Call to action depending what your company is doing - we'd love your feedback about what else we could do, please contact us via the intranet etc]