

Work  
With  
The  
Menopause

# 5 TIPS FOR HR PROFESSIONALS

Supporting menopausal women at work  
Dr Louise Taylor & Emily Perry

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# WORK WITH THE MENOPAUSE

DR LOUISE TAYLOR & EMILY PERRY

Welcome to this free guide from Work With The Menopause.

Work With The Menopause was founded by Louise Taylor, a GP and Menopause Coach along with Emily Perry, an experienced HR professional.

We support businesses by providing practical solutions on how organisations can support women going through the menopause.

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# WHY SHOULD BUSINESSES CARE ABOUT THE MENOPAUSE?

Quite simply, menopausal women are the fastest growing demographic in the work place. Yet the menopause is still such a taboo subject.

According to the CIPD there are 4.3m employed women aged 45-60. The average age for menopause is 51 in the UK but symptoms can start much earlier than that.

With women working for longer, menopause can get in the way of work and careers at a time when organisations need to retain talent and have everyone performing at their best.

With 3 out of 4 menopausal women experiencing symptoms, that could be a huge percentage of your workforce. Some symptoms can be debilitating, impacting performance and require time off work. Some women even feel they have to leave their jobs.

Now is the time to create a culture that supports the menopause and empowers women.



# 5 TOP TIPS

**1**  
EDUCATION

**2**  
POLICY

**3**  
TRAIN MANAGERS

**4**  
ENVIRONMENT

**5**  
FLEXIBILITY

## EDUCATION

Educating yourselves and your colleagues is an important first step. By doing this you start creating an open dialogue around the menopause. This helps women feel safe and able to ask for support.



**POLICIES**

**PROCEDURE**

## POLICY

Adopting a menopause policy is a good idea, but an even better idea is to review your existing employment policies to ensure they support the menopause and don't inadvertently discriminate.

## TRAIN MANAGERS

Managers don't need to be experts, but they need to be educated so they feel comfortable with a team member talking to them about the menopause.



## ENVIRONMENT

Do you allow home working? Do you allow colleagues to freely open windows, have close access to toilet facilities and provide breathable uniforms? Simple changes can really help.



## FLEXIBILITY

Allowing women flexibility over start and finish times can really support with some difficult menopausal symptoms such as insomnia. Creating an open culture to discuss symptoms can be a simple but very effective way to support women.



## HOW WE CAN HELP

At Work With The Menopause we have created support packages for organisations that can include:

- Pre recorded educational webinar for HR on the menopause
- Pre recorded educational webinar for managers on the menopause
- Pre recorded educational webinar for all on the menopause
- Menopause policy
- Policy audit and update
- Training for HR and Line Managers

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