"Understanding the Menopause and How Employers Can Help" webinar: additional answers to attendees' questions

1. Are there any good examples of a work policy/guidance document that I can look at to help formulate one for the company I work for?

Here is a really good resource to help you. It includes tips and ideas for where to start when writing a policy: https://menopauseintheworkplace.co.uk/articles/how-to-write-your-menopause-policy/

2. Is there a questionnaire to access the level of potential menopause issues in the workplace and is there a dedicated training course to support organisations?

'Menopause in the workplace' has fantastic resources which can be used to support organisations when they're introducing a menopause policy: https://menopauseintheworkplace.co.uk/what-we-do/

3. Are there any statistics on women who have been let go from their jobs due to menopausal symptoms? Do women have legal rights when it comes to repercussions due to menopausal-related symptoms?

Here is a summary of legal points to consider: https://menopauseintheworkplace.co.uk/category/employment-law/4.

There have been 3 or 4 publicly known cases where menopause has been cited as a reason of appeal in cases of suspension. I am sure many more go 'under the radar' and not reported. It is estimated from surveys that 4 out of 10 women consider leaving their jobs because of the impact of menopause. It's also possible they leave before it gets to the point of performance review.

4. What are your views on people manager training around menopause being mandatory vs voluntary?

Personally, I think menopause should be included in all manager training - not in isolation but as part of discussions around mental health, ageing, diversity and workplace wellbeing. Menopause fits into all of these and does not need to be a special topic of its own. But it does need to be mentioned and considered and not hidden or ignored.