**Menopause Module**

The menopause is a natural life stage that significantly impacts many individuals in the workforce, particularly women over 50, who are the fastest-growing segment of the UK workforce. Symptoms such as fatigue, anxiety, poor concentration, and insomnia can adversely affect wellbeing and job performance, leading to absenteeism, reduced productivity, and, in some cases, employees leaving the workforce.

By addressing menopause proactively, organisations can demonstrate their commitment to creating a supportive, inclusive environment that promotes equality, diversity, and employee wellbeing. Completing the Thrive at Work **Menopause Module** reflects an organisation’s dedication to fostering a culture where employees can thrive during all life stages.

**Key Areas and Actions**

**Raising Awareness and Reducing Stigma**

Creating an open workplace culture that normalises menopause discussions.

* **Mandatory Training:** Equip managers and employees with training on menopause, equality, and diversity.
* **Awareness Campaigns:** Use posters, events, and internal communications to promote menopause education.
* **Employee Networks:** Establish peer support groups or forums to share experiences and offer guidance.

**Supportive Policies and Procedures**

Embedding menopause considerations into organisational frameworks.

* **Menopause Policy:** Develop a dedicated policy or integrate menopause into existing wellbeing frameworks.
* **Communication Plans:** Ensure employees are informed through inductions, workshops, and ongoing updates.
* **Inclusivity Focus:** Address the needs of diverse groups, including disabled employees, individuals from different ethnic backgrounds, and transgender or non-binary employees.

**In-Work Support**

Providing tailored workplace adjustments and practical support.

* **Reasonable Adjustments:** Improve ventilation, allow flexible work hours, and provide access to private spaces.
* **Wellness Action Plans (WAPs):** Incorporate menopause considerations into performance development reviews and wellbeing strategies.
* **Manager Training:** Equip leaders with the skills to support employees through tailored guidance and resources.

**Menopause Risk Assessments**

Identifying and mitigating risks associated with menopause in the workplace.

* **Health and Safety Reviews:** Conduct risk assessments for employees expressing menopause-related concerns.
* **Manager Training on Risks:** Ensure managers can identify and respond effectively to these risks, providing necessary adjustments.
* **Accessible Resources:** Provide signposting to external support, including NHS services or specialist organisations.

**Why This Matters**

A proactive approach to menopause ensures employees feel valued, supported, and able to perform at their best.

* Reduces absenteeism and boosts productivity.
* Fosters inclusivity, improving morale and retention.
* Demonstrates the organisation’s commitment to equality, diversity, and wellbeing.
* Achieving the Thrive at Work **Menopause Module** enhances the organisation’s reputation as an employer of choice.