

Managing Menopause: Hints & Tips for Managers



Foster an environment where employees feel comfortable to talk openly about menopause - start the conversation



Hold regular 1:1s with employees to check in on their work and personal life - ask them how they are, twice



Sensitively monitor changes in performance and absence to support the employee through the menopause transition



Be ready and willing to make reasonable adjustments for menopausal employees e.g. flexible working or providing access to extra facilities



Conduct appropriate health and safety checks to ensure menopausal symptoms are not made worse by the workplace and/or work practices



Educate yourself on what menopause is and how it can affect employees (directly & indirectly) as well as the organisation's policies and procedures



Challenge any unwanted or inappropriate comments or 'banter' around menopause in the workplace



Ensure you are ready to signpost employees to further support, information and resources



Be human

For further support and guidance, download the 'Managing Menopause at Work: A Guide for Line Managers and HR' resource [here](#).