

# Menopause Policy

## 1. Introduction

1.1 Menopause is a normal part of every woman's life. This policy recognises that the menopause is an equality and occupational health and safety issue and that women may need appropriate flexibility, support and adjustments during the time of change before, during and after the menopause.

1.2 The menopause usually happens between 45 and 55 years of age but it can also happen earlier or later in someone's life. For many people symptoms last about 4 years, but in some cases symptoms can last a lot longer.

There are 3 different stages to the menopause:

- perimenopause
- menopause
- postmenopause

Some women might also experience early menopause or go through surgical menopause earlier in their lives. These types of menopause can be medically complicated, so the NBA will consider this when supporting team members.

All stages and types of the menopause are different and symptoms can vary from person to person, and range from very mild to severe.

[Find out more about the menopause and its symptoms on the NHS website](#)

1.3 The NBA has a positive attitude towards the menopause and will treat all individuals with dignity and respect during this time and ensure that the workplace does not make symptoms worse.

The NBA is committed to ensuring that women feel confident in discussing menopausal symptoms openly, without embarrassment, and are able to ask for support and adjustments in order to continue to work safely in the organisation. For this reason, the menopause at work is an issue for men as well as women.

## 2. The legislative setting

The NBA undertakes to comply with its legal obligations as set out below:

2.1 The Health and Safety at Work Act 1974 requires employers to ensure the health, safety and welfare of all workers. Under the Management of Health and Safety at Work Regulations 1999, employers are required to undertake general risk assessments which should include specific risks to menopausal women (section 5.3).

2.2 The Equality Act 2010 prohibits discrimination against people on the grounds of certain 'protected characteristics' including sex, age and disability. Conditions linked to the menopause may meet the definition of an 'impairment' under the Equality Act and require reasonable adjustments.

### 3. Status

- 3.1. This policy sets out procedures for members of staff, office holders and volunteers to follow in providing the right support to manage menopausal symptoms at work.  
If the NBA wishes to amend the menopause policy, consultation and negotiation on proposed changes will take place with staff, office holders and volunteers.

### 4. Aims

- 4.1 To create an environment where women team members feel confident enough to raise issues about their symptoms and ask for support and adjustments at work.
- 4.2 To ensure that conditions in the workplace do not make menopausal symptoms worse and that appropriate adjustments and support are put in place, recognising that the menopause and perimenopause is an individual experience and therefore there is no 'one size fits all' solution.
- 4.3 To reduce sickness absence due to menopausal symptoms and retain valued team members in the workplace.

### 5. What steps will we take as an association?

- 5.1 The NBA will educate and inform all team members to be aware of how the menopause can affect working women, taking account of the particular circumstances in churches, and about the potential symptoms of menopause, and how they can support women experiencing them.
- 5.2 Where women members of the team feel uncomfortable going to their line manager, because of gender, we will ensure that an alternative contact is available. Confidentiality will always be respected.
- 5.3 The risk assessments which we undertake will consider the specific needs of menopausal women, and, in doing so, we will consult with Baptist Together representatives and women team members and share with relevant team members, requesting signatures to confirm that measures are understood and will be acted upon. Risk assessments will include consideration of temperature and ventilation issues and will also address welfare issues; such as access to toilet facilities and cold water, during and outside break and lunch times.