

Menopause Guidance Information

March 2021

To support staff and volunteers who are experiencing the menopause or perimenopause we have put together this brief guidance document.

Individuals experiencing the menopause/perimenopause are protected against discrimination under the Equalities Act 2010 – please see the Free2B Equity & Inclusion policy for full details.

It may also be relevant for individuals to consider flexible working – please see the Free2B staff Handbook for full details.

In the first instance please discuss your needs with your line manager so that we can work with you to seek solutions. We also commission a HR firm and can seek their guidance (as with any staff support / health matter).

Information resources:

Free2B has purchased the resource book: Menopause a Change for the Better

This will be stored in the KLS office and available for staff to borrow

We have also saved information slides to the GDrive (if you don't have access to the Drive please contact Lucie Brooke to request the slides).

CAUTION: Please note the slides detail ALL potential symptoms of perimenopause and menopause which may feel overwhelming. Please do keep in mind different people experience different symptoms and it's unlikely that one person would experience them all. They also include information on ways in which we can reduce the impact of symptoms including flagging triggers that may increase symptoms.

A range of resources and webinar are available via:

<https://menopausesupport.co.uk/>

Working environment:

To help manage the working environment we ask that team members affected by the menopause/ perimenopause take responsibility for their own attire and choose clothes to help regulate their temperature.

We can also provide a desk fan & / or hand towel on request (please contact Lucie Brooke).

Communication:

As part of our commitment to normalise conversations about the menopause, Free2B will include information in our social media posts during:

LBT Women's Health week (8th-12 March)

World Menopause day 18th Oct

And any other relevant dates / occasions as appropriate

Contact information:

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