



Our School Vision

In our school:

**we love deeply, respecting everyone and treating them with dignity;
we aspire with confidence, working hard and embracing challenge;
we serve God and our community, following the example of Jesus, to create a better world.**

“Live a life filled with love, following the example of Christ. He loved us and offered himself as a sacrifice for us.”

Ephesians 5:2 (NLT)

Our School Values: Love, Aspiration, Service

*Latymer All Saints C of E Primary School
Menopause Policy 2025*

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 change before, during and after the menopause.

The **menopause** is a stage of life when a woman* stops having periods. It typically affects those aged between 45 and 55, when oestrogen (female sex hormones) levels begin to fall. In the UK, the average age to reach the menopause is 51.

Perimenopause is the time of hormonal change leading up to this, when a woman may experience symptoms. **Post-menopause** is the time beyond menopause.

Early menopause is when a woman's periods stop before the age of 45. It can happen naturally, or as a side effect of some treatments.

For the purpose of this policy, any reference to the menopause shall include perimenopause and early menopause.

*We acknowledge that while the majority of people affected by the menopause will be women, those who are trans or non-binary may also experience the menopause or menopause-type symptoms. The support outlined in this policy is designed to meet the above aims for all affected colleagues.

Symptoms

Individuals suffering from the menopause may experience symptoms that cause changes to their emotions and other aspects of their health, some of which may impact them at work.

Menopausal symptoms might include:

- Challenges with memory, confidence and concentration
- Low mood, anxiety and depression
- Hot flushes, night sweats and palpitations
- Difficulty sleeping, insomnia and fatigue
- Headaches and joint and muscle pain
- Weakened bladder function and urinary tract infections
- Vaginal dryness and reduced sex drive.

For some individuals, being at work may make their symptoms worse. For example, if the temperature is too high, this may cause symptoms such as hot flushes, dizziness, discomfort, sweating and heart palpitations.

Symptoms affecting sleep can make it difficult for staff experiencing them to concentrate and stay focused, while low confidence, low mood and anxiety may impact on decision-making and relationships with colleagues.

We acknowledge that the menopause will affect everybody differently – some individuals may experience no symptoms at all, and some may experience a variety. We will adapt our response to staff affected by the menopause on a case-by-case basis.

Legislation and guidance

Under the [Health and Safety at Work Act 1974](#), employers have a legal duty to ensure the health, safety and welfare of all staff, so far as is reasonably practicable.

The [Management of Health and Safety at Work Regulations 1999](#) require that employers make an assessment of the risks to the health and safety of their employees. This requires undertaking general risk assessments, which should include specific risks to the health of staff affected by the menopause. The risk assessments will consider the specific needs of menopausal women and consult with representatives and women staff members and share with all line managers to confirm that measures are understood and acted upon. Risk assessments will include consideration of temperature and ventilation issues and will also address welfare issues.

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex and disability. Employers are under a statutory duty to consider whether any 'reasonable adjustments' are required to alleviate any disadvantages staff encounter based on these characteristics.

[Section 6](#) of the Equality Act 2010 states that a person has a disability if:

- They have a physical or mental impairment, **and**
- The impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities

Relating specifically to menopause symptoms:

- Many of the aforementioned symptoms would be likely to be classified as a physical and/or mental impairment
- ‘Substantial’ means more than minor or trivial
- ‘Long-term’ means an impairment if it has lasted for at least 12 months, is likely to last for at least 12 months, or is likely to last for the rest of the life of the person affected
- ‘Day to day activities’ are those carried out by most people on a regular basis, and includes but is not limited to: walking, driving, carrying or moving things, being able to concentrate, writing, reading, typing, speaking.

Ongoing symptoms linked to the menopause may meet the definition of a disability and where they do, employers will be required to consider whether any reasonable adjustments are required to alleviate any disadvantage.

Any such adjustments will be made on a case-by-case basis and, where appropriate, staff affected by the menopause will be offered a variety of approaches to support them.

Roles and responsibilities

The local authority and governing board

Enfield Borough has ultimate responsibility for health and safety matters in the school, but delegates responsibility for the strategic management of such matters to the school’s governing board.

The governing board delegates operational matters and day-to-day tasks to the Headteacher and staff members.

The governing board

The governing board has ultimate responsibility for health and safety matters in the school, but will delegate day-to-day responsibility to the Headteacher.

The governing board has a duty to take reasonable steps to ensure that staff are not exposed to risks to their health and safety on the school premises.

Latymer All Saints C of E Primary School Governing Board as the employer, also has a duty to:

- Assess the risks to staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage those risks
- Inform employees about risks and the measures in place to manage them
- Make sure that adequate health and safety training is provided.

The Senior Leadership Team

The Senior Leadership Team (SLT) will make sure the workplace does not make their symptoms worse, and will make reasonable adjustments to the workplace to support staff experiencing the menopause. Such as:

- Carrying out individual risk assessments to assess working conditions in line with the specific needs of staff affected by the menopause
- Providing resources and training opportunities to make sure that all line managers and HR staff are aware of the menopause, its potential impact on work, and what adjustments may be necessary
- Ensuring good ventilation and air quality throughout the school, leaving doors open where appropriate and ensuring windows can be safely opened

- Regulating and monitoring the temperature of the school and collecting feedback from staff, as well as ensuring the temperature can be regulated per room by turning down radiators for example
- Ensuring toilet, washing and sanitary facilities are accessible for staff, and establishing a system that allows for cover for staff to access these facilities where necessary while they are teaching
- Designating a member of staff such as a wellbeing champion that staff affected by the menopause can speak to about their symptoms in confidence, if they do not feel comfortable doing so with their line manager.

In order to create a culture in school where staff can talk openly about the menopause, SLT will work to:

- Create a support group for those who want to seek support from each other
- Provide an open-minded, empathetic and confidential support system to staff
- Appreciate the personal nature of any conversations about the menopause and treat them confidentially and sensitively
- Monitor sickness absence, and have support meetings with staff if any patterns emerge
- Have regular, informal conversations with staff that they line manage who are affected by the menopause to discuss what support they need, and record any reasonable adjustments that are agreed
- Consider flexible working requests in order to accommodate acute symptoms
- Allow staff affected by the menopause to take regular breaks from their work if necessary to help manage symptoms
- Give swift permission for absence to attend medical appointments
- Promote information about and access to external support services
- Record menopause-related absences as an 'ongoing health issue' instead of as an individual short-term absence to avoid triggering sickness absence procedures
- Be sensitive to health issues such as the menopause during the performance management/appraisal process
- If necessary, seek advice from HR or occupational health colleagues, or discuss a referral with the staff member to occupational health for further support.

Staff members affected by the menopause

We encourage staff who are experiencing menopausal symptoms that are impacting their health and wellbeing at work to:

- Share their practical needs to reduce the difficulties the menopause can cause and their preferred coping strategies with their line manager or a member of SLT
- Report honestly about their wellbeing and let their line manager or another trusted member of staff, such as an SLT member know if the menopause is having an impact on this
- Make time in their schedule to visit their GP and other support services.

All staff

All staff are expected to:

- Promote health and wellbeing for themselves and others at all times
- Treat each other with empathy and respect
- Support other members of staff, such as by providing practical assistance or emotional reassurance
- Accept and support any adjustments that staff affected by the menopause may be receiving as a result of their symptoms
- Report honestly about their wellbeing to their line manager or to another trusted member of staff.

Occupational Health

Occupational Health services aim to:

- Carry out a holistic assessment of the employee to ascertain whether or not the working environment may be exacerbating menopause symptoms
- Discuss with the employee what adjustments would help
- Signpost the employee to other appropriate sources of help and advice.

This policy is linked to other policies:

- Staff wellbeing policy
- Health and safety policy
- Sickness absence policy
- Appraisal policy
- Flexible working policy
- Equality / inclusion policy

Approved by: The Governing Body

Date: April 2025

Next review due: April 2026