



Menopause Policy

Updated September 2024

The purpose of this Menopause Policy is to support and provide guidance to staff members who may experience symptoms associated with menopause. Briar Dene Childcare understands that menopause is a natural part of life for many employees and aims to create a supportive, inclusive, and understanding work environment where individuals can receive appropriate assistance and accommodations during this time. The policy outlines how the nursery will support staff affected by menopause, ensure their well-being, and maintain a comfortable working environment to enable them to continue to perform their roles effectively. This policy applies to all staff members within the nursery, including full-time, part-time, temporary, and bank staff. It is relevant to all staff, regardless of gender, as anyone can be affected by menopause, either directly or through support responsibilities.

Commitment to Support:

The nursery is committed to providing a supportive environment for all employees, including those experiencing menopause. We recognise that menopause can have a significant physical, emotional, and psychological impact on staff members, and we are dedicated to ensuring that those affected receive the necessary support and understanding.

Non-Discrimination:

The nursery will not tolerate any form of discrimination or unfair treatment based on menopause or related health conditions. Menopause-related symptoms should not impact an employee's career, job performance, or workplace experience. We are committed to maintaining a workplace free from stigma, where staff can openly discuss and seek support for their needs.

Understanding Menopause:

Definition:

Menopause is a natural biological process that marks the end of a woman's menstrual cycles and fertility. It typically occurs between the ages of 40 and 60, though it can happen earlier or later. Perimenopause, the transition phase leading up to menopause, may last for several years and is associated with various physical and emotional symptoms.

Symptoms:

Menopause symptoms can vary greatly and may include:

- Hot flushes and night sweats
- Fatigue and sleep disturbances
- Mood swings, anxiety, or depression
- Memory or concentration difficulties ("brain fog")
- Joint or muscle pain
- Headaches
- Irregular periods (during perimenopause)
- Reduced libido

It is important to note that not all individuals experience all symptoms, and symptoms can vary in intensity.

Support for Staff Affected by Menopause:**Confidentiality:**

Briar Dene Childcare is committed to treating all discussions regarding menopause with respect and confidentiality. Employees who wish to discuss their symptoms or needs related to menopause are encouraged to do so privately with their manager. Any information shared will be handled in a confidential and sensitive manner.

Reasonable Adjustments:

The nursery will make reasonable adjustments to support employees experiencing menopause symptoms. These adjustments may include:

- Adjusting the work environment, such as providing access to fans and temperature control
- Allowing additional break times to manage symptoms like hot flashes or fatigue
- Modifying tasks to reduce physical or mental strain during times of heightened symptoms
- Support with managing stress and mental health

Access to Resources:

The nursery will provide staff with information and resources on menopause, including guidance on managing symptoms and access to professional support services. Staff will be encouraged to access healthcare professionals, such as their GP or specialist menopause support groups, as needed.

Training and Awareness:**Raising Awareness:**

The nursery will provide awareness for staff, particularly managers, to better understand the symptoms of menopause and how they can support affected employees. This may include:

- Understanding the challenges of menopause and how they impact employees
- Encouraging an open and supportive work culture
- Reducing stigma and misconceptions around menopause in the workplace

Managers' Role:

Managers are expected to be proactive in offering support to any staff member who may be experiencing menopause symptoms. They should maintain a compassionate, empathetic approach when discussing potential adjustments and should encourage open communication while respecting privacy.

Staff Responsibilities:**Communication:**

Staff members who are experiencing menopause symptoms are encouraged to discuss their needs and any difficulties they may be facing with their manager. While disclosure is not required, it helps the nursery make reasonable adjustments and provide the appropriate support.

Seeking Support:

Staff should seek advice from their GP or health professional if they need medical support related to menopause. The nursery can offer flexibility and understanding if medical appointments are needed.

Creating an Inclusive Environment:**Encouraging Open Dialogue:**

The nursery encourages a culture of openness regarding menopause, where staff feel comfortable discussing their experiences. Through training and support, we aim to reduce the stigma often associated with menopause and ensure that it is recognised as a natural life event that deserves understanding and compassion.

Support for All Employees:

The nursery recognises that menopause may also affect families, partners, or colleagues of employees, and therefore, support may extend beyond the individual directly affected. The nursery encourages employees to support one another, fostering a workplace culture of mutual respect and understanding.

Monitoring and Review:**Monitoring Effectiveness:**

The nursery will monitor the effectiveness of this policy to ensure that it is adequately supporting staff experiencing menopause. This will involve gathering feedback from staff members, monitoring the number of requests for adjustments, and reviewing the overall impact on staff well-being and performance.

Annual Review:

The policy will be reviewed annually or sooner, if necessary, to ensure that it remains relevant and up-to-date. Feedback from staff and managers will be incorporated into any updates, and the nursery will continue to adapt its approach to support employees through the menopause transition.

This Menopause Policy demonstrates the nursery's commitment to creating an inclusive and supportive workplace for all staff, ensuring that those who are experiencing menopause symptoms are treated with empathy, respect, and dignity. The nursery aims to foster a culture of understanding, where staff members feel confident seeking support and adjustments to continue their work with minimal disruption to their

health and well-being. This policy ensures that staff experiencing menopause are supported with practical measures, emotional support, and a culture of openness, allowing them to manage their symptoms while continuing to perform their roles effectively.

Review of Policy:

This policy will be reviewed annually (September 2025), or as needed, to ensure that it remains relevant and effective in meeting the evolving needs of the children, families, and staff within the nursery.

Name:	Position:	Signed:	Date:
David Birkbeck	Owner		
Kayleigh Tydd	Director		
Greg Bamber	Nominated Individual		
Zoe Tydd	Manager & DSL		
Abbie Lloyd	Deputy Manager		
Jade Radcliffe	Second Deputy Manager		
Pamela Lear	Practitioner		
Diane Jones	Practitioner		
Emily Gautrey	Practitioner		