



# Lifeline Workwell

Menopause: A guide  
for employers





## What is menopause?

Menopause is no longer a taboo topic, yet misconceptions remain. To create a truly supportive and inclusive workplace, it's essential to understand what menopause is and how it impacts employees.

Menopause is a natural part of ageing, typically affecting women between the ages of 45 and 55, though it can happen earlier or later. The full menopause cycle lasts an average of eight years, but this varies for each individual. In the UK, around **13 million women, transgender, and non-binary individuals** are peri-menopausal or menopausal, which is approximately **one-third of the total UK female workforce**.\*

## Common symptoms?

Everyone experiences menopause differently, but some of the most common physical and mental symptoms include:

- Hot flushes
- Fatigue
- Restless legs
- Heart palpitations
- Weight gain
- Sleep disturbances
- Poor memory
- Irritability
- Brain fog
- Difficulty concentrating

## How your organisation can help:

**Building an inclusive culture:** Encourage open conversations across all levels of your organisation. Creating safe spaces, such as menopause cafés or online drop-in groups, can provide vital peer support and reassurance.

**Adapting the work environment:** Small adjustments can make a big difference. Consider:

- Maintaining a comfortable office temperature.
  - Providing easy access to drinking water.
  - Offering flexible dress codes.
  - Supporting hybrid or flexible working to accommodate varying energy levels.
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**Equality, diversity & inclusion:** Menopause isn't exclusive to women. Transgender and non-binary employees can also experience menopause, so ensure all policies, language, and support measures are fully inclusive.

**Therapy sessions:** Severe menopause symptoms can impact mental wellbeing, leading to increased absenteeism and reduced productivity. Providing access to one-to-one counselling can help employees navigate challenges and stay engaged at work.

## How your managers can help:

**Build trust:** Create an open, respectful, and empathetic environment where employees feel comfortable discussing menopause-related challenges.

**Regular check-ins:** Support shouldn't be limited to formal one-to-ones. Encourage informal conversations in relaxed settings like over coffee, during a walk, or in a private space where both manager and employee feel at ease.

**Ensure confidentiality:** All discussions about menopause should remain confidential, in line with HR policies, to create a safe and trusting workplace.

*\*NHS England*





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