

Menopause Awareness for HR Professionals and Line Managers



This half-day workshop provides an insight for HR Professionals and Line Managers into how menopause transition can impact on people's¹ lives and careers.

Overview

The workshop considers the legal implications for line managers and organisations, and explores good practice in supporting women during this time in their lives and beyond. In talking about the menopause, it helps to remove the taboo which surrounds it, enabling constructive conversations to take place.

Aims

The aims of the workshop are:

- To increase understanding of the menopause for line managers and HR professionals, and the impact it has for individuals and organisations.
- To explore potential steps that organisations can take to support women experiencing the menopause, thereby retaining their skills and talents.

¹ We use the term 'women' when describing those affected by the menopause. However, the workshop applies equally to transgender and non-binary people who are affected in this way.



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Objectives

At the end of this session, you will have had the opportunity to:

- Identify a range of symptoms that can be experienced during menopause transition
- Identify the effects that menopause transition might potentially have on women's lives and careers
- Consider steps that can be taken and mechanisms that can be put in place to help your employees work through the menopause
- Identify ways to start to eradicate the taboo and stigma surrounding menopause in your organisation
- Appreciate how covering menopause in policies and procedures can assist when claims of harassment and discrimination are made.

Workshop Content

- Establishing current levels of knowledge around menopause
- Why there is a taboo around menopause
- The impact of menopause on women's lives and careers
- The legal position
- What this means for Line Managers and HR professionals
- What support you will need.

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