



Menopause Policy

Version 1

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Author	CEO / Director of People & Culture
Name of Responsible Committee / Individual	Trust Board
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Review Date	July 2027

B

Belonging

We build a culture where every child, colleague and community member feels safe, valued and included, creating a strong sense of family across our Trust.



F

Flourishing

We enable every child and adult to flourish through rich opportunities, high quality education and exceptional care, so that all can achieve their full potential.



L

Leadership

We lead with integrity, ambition and professionalism, empowering others through strong governance, expert practice and moral purpose.



P

Partnership

We work in partnership across our academies and communities, sharing expertise, building capacity and achieving more together than we could alone.



T

Transformation

We transform lives through education by raising aspirations, tackling disadvantage and creating brighter futures for every child and young person.



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1. Introduction

The BFLPT is committed to ensuring that all individuals are treated fairly, with dignity and respect within their working environment. We recognise the importance of employee wellbeing and are dedicated to supporting colleagues in managing the effects of the menopause.

The menopause is a natural stage of life affecting women, trans, non-binary and intersex people. Symptoms vary and may be physical and psychological, impacting wellbeing and work performance.

The Trust will foster an inclusive culture where colleagues feel confident to seek support.

2. Aims

The aim of this policy is to:

- Provide guidance and support on menopause related issues
- Enable the Headteacher/Principal or CEO to support colleagues effectively
- Promote awareness and reduce stigma
- Encourage open and confidential dialogue

3. Roles and Responsibilities

Employees:

- Take responsibility for wellbeing
- Seek support and engage in discussions

Headteacher/Principal or CEO:

- Provide a safe, confidential environment
- Implement reasonable adjustments where necessary
(Reasonable adjustments will be considered on an individual basis and implemented where operationally feasible, ensuring that both employee wellbeing and service delivery needs are appropriately balanced).
- Maintain regular review and support

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HR Leads:

- Provide advice and ensure consistent application
- Support training and awareness
- Refer to Occupational Health where appropriate

4. Menopause and the Law

The Trust recognises its obligations under the Equality Act 2010 and the Health and Safety at Work Act 1974.

Where menopause symptoms have a substantial and long-term adverse effect on a colleague's ability to carry out normal day-to-day activities, they may meet the definition of a disability. In such cases, the Trust has a legal duty to make reasonable adjustments.

The Trust will ensure menopause is considered within workplace risk assessments and will ensure colleagues are not treated less favorably due to menopause-related symptoms.

5. Equality Considerations

Although menopause is not a protected characteristic, unfavorable treatment may constitute discrimination in relation to sex, age, disability or gender reassignment.

The Trust will ensure all colleagues are treated fairly and not disadvantaged.

6. Support and Workplace Adjustments

The Trust is committed to providing a supportive environment and will make reasonable adjustments where appropriate.

Examples include:

- Temperature control and ventilation
- Flexible working arrangements
- Access to rest areas and facilities
- Workload adjustments and regular reviews
- Provision of equipment or modifications

Reasonable adjustments are a legal requirement where menopause meets the definition of disability.

7. Attendance Management

Menopause-related absences will be managed fairly and sensitively and will not be treated less favorably than other health-related absences.



The Headteacher/Principal or CEO will consider adjustments before taking formal action.

8. Occupational Health

Referral to Occupational Health will be considered where symptoms impact wellbeing, attendance, or performance.

9. Confidentiality and Data Protection

All information will be handled confidentially in line with UK GDPR and the Data Protection Act 2018.

10. Training and Awareness

The Trust will provide training and promote menopause awareness and support initiatives including menopause champions.

11. Monitoring and Review

This policy will be monitored and reviewed regularly to ensure continued compliance with legislation and best practice.

12. Further Information and Support

BFLPT recognises the importance of access to reliable, evidence-based information and external support. Employees are encouraged to make use of the following resources for further guidance on menopause, including symptoms, treatment options, and practical support:

- NHS – Menopause and perimenopause support
<https://www.nhs.uk/conditions/menopause-and-perimenopause/help-and-support/> [[nhs.uk](https://www.nhs.uk/)]
- The Menopause Charity – Independent information and support resources
<https://themenopausecharity.org/> [[themenopau...harity.org](https://themenopausecharity.org/)]
- Menopause Support – Guidance, education, and community support
<https://menopausesupport.co.uk/> [[menopauses...port.co.uk](https://menopausesupport.co.uk/)]
- Wellbeing of Women – Menopause information and wellbeing advice
<https://www.wellbeingofwomen.org.uk/what-we-do/education/menopause-information-hub/> [[wellbeing...men.org.uk](https://www.wellbeingofwomen.org.uk/what-we-do/education/menopause-information-hub/)]
- Women's Health Concern – Workplace-focused menopause guidance
<https://www.womens-health-concern.org/help-and-advice/menopause-in-the-workplace/> [[womens-hea...ncern.org](https://www.womens-health-concern.org/help-and-advice/menopause-in-the-workplace/)]



The above organisations provide confidential information, guidance, and access to wider support networks. Employees may also wish to seek advice from their GP or other healthcare professional where appropriate.

Menopause Policy Version 1 agreed by Trust Board 1 July 2026

