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part of the



LDBS Academies Trust
LAT and LAT 2

Menopause Policy

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On behalf of the Trust Board of Directors			
Name	Andrew Garwood-Watkins	Name	Christalla Jamil
Position	Chair of the Board of Trustees of the Trusts	Position	CEO of the Trusts
On behalf of Choose an item.			
Name		Name	
Position	Chair of the School Board of Governors	Position	Headteacher
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NOTE TO THE LOCAL ACADEMY COMMITTEES – MAY BE DELETED UPON LAC ADOPTION

This is the Trust-wide Family and Parental Leave policy template. A space is foreseen above for the school to add its own logo and name. A box below is foreseen for the school to add its school-specific Values. Please do not change the formatting as the Policy contains style-based cross-references. This document sets minimum compliance requirements for all LDBS Academies Trust (LAT and LAT 2) schools. For all staffing-related policies, the Trust follows the guidance of the LDBS HR service. Each Local Academy Committee (LAC) is requested to: (i) Approve this template (ii) Ensure the information is made available to staff on a school staff shared drive or intranet; (iii) Ensure local implementation complies with this template.

Version control update log: New template to reflect the need for a policy covering a broader set of family and parental leave situations, in addition to maternity leave and shared parental leave, which are covered by separate policies, which this policy refers to.

PLEASE UPDATE THE TABLE OF CONTENTS AFTER REMOVAL OF THIS SECTION (Go stand on the table of contents and you will see an “update this table” button on the top right)!

TRUST VISION STATEMENT

“The kingdom of heaven is like a mustard seed, which a man took and planted in his field. Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches.” (Matthew 13: 31-32)

In the parable of The Mustard Seed, Jesus reminds us that even the smallest of seeds has the potential to grow into the fullness of itself. We aim to provide the right environment for our children, and all whom we serve, to flourish into the fullness of themselves. He tells us these seeds grow into trees, capable of providing a home for a rich diversity of life, our work is to ensure all in our communities grow into people of compassion and wisdom with a deep spiritual understanding of how to support the needs of others.

SCHOOL VISION

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1 Aims

This policy aims to:

- Make sure that our school can support staff affected by the menopause and help them to feel comfortable at work, both when experiencing symptoms and when asking for support and adjustments
- Set out how our school will make reasonable adjustments to minimise the risk of the working environment making menopausal symptoms worse for those experiencing them
- Minimise menopause-related stigma in our school by educating staff on what it is and the symptoms that staff affected by it might suffer
- Provide further resources to help staff, particularly Headteachers, line managers, SBMs and others responsible for HR in the Trust and school, to support others through difficulties the menopause may cause them
- Work alongside the school's menopause action plan (if available), and help implement it

2 Definitions and Symptoms

2.1 Definitions

Menopause	A stage of life when a woman ¹ 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	The time of hormonal change leading up to this, when a woman may experience symptoms. Post-menopause is the time beyond menopause.

¹ The Trust and its schools 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.

Early menopause 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.

2.2 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.

3 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 [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.

This policy complies with our funding agreement and articles of association.

4 Roles and Responsibilities

4.1 Board of Directors

The Board of Directors (“The Board”) of the Trust (by which is meant the combination of LDBS Academies Trust and LDBS Academies Trust 2) has ultimate responsibility for health and safety matters in the school, but will delegate day-to-day responsibility to the headteacher.

The 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.

The Trust, 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

4.2 Role of the Headteacher

The Headteacher will make reasonable adjustments to the workplace to support staff experiencing the menopause, and to make sure the workplace doesn’t make their symptoms worse, by:

- Carrying out individual risk assessments to assess working conditions in line with the specific needs of staff affected by the menopause
- Monitoring the wellbeing of staff through regular surveys and structured conversations

- Providing resources and training opportunities to make sure that all line managers and staff with HR responsibilities are aware of the menopause, its potential impact on work, and what adjustments may be necessary
- Promoting information about and access to external support services
- Ensuring good ventilation and air quality throughout the school, leaving doors open where appropriate and ensuring windows can be safely opened
- Ensuring regular access to fresh drinking water for all staff
- Regulating and monitoring the temperature of the school and collecting feedback from all 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 all staff, and establishing a system that allows for cover for staff to access these facilities where necessary while they are teaching
- Providing small desk fans to help staff cool down
- Fitting blinds to windows
- 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
- Consider a menopause action plan to ensure the school has appropriate support in place

The Headteacher will work to create a culture in the school where staff can talk openly about the menopause by:

- Providing information on the menopause in the staff room, e.g. posters and leaflets
- Creating a support group so that those who want to can seek support from each other
- Providing training for staff and managers to achieve consistent practice
- Referring to the menopause in the school's staff wellbeing policy

4.3 Line managers

Line managers who work with staff who may be affected by the menopause will:

- Provide a non-judgemental, 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 where required to accommodate acute symptoms
- Allow staff affected by the menopause to take regular breaks from their work if necessary to help manage symptoms
- Authorise absence to attend medical appointments in line with the Trust's absence policy
- 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, discuss a referral with the staff member to occupational health for further support

4.4 Role of 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 with the member of the School Leadership Team in charge of wellbeing.
- Report honestly about their wellbeing and let their line manager or another trusted member of staff, such as the member of the School Leadership Team in charge of wellbeing know if the menopause is having an impact on this
- Make time in their schedule to visit their GP and other support services
- Access the school's employee assistance programme (EAP) for further support

4.5 Role of 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 reasonable 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, such as the member of the School Leadership Team in charge of wellbeing

5 Further resources

The following resources may help you understand and/or provide support to staff affected by the menopause in your school.

- [Menopause](#) (NHS)
- [Menopause Matters](#)
- [Menopause: identification and management](#) (National Institute for Health and Care Excellence)
- The [Daisy Network](#) charity
- [Menopause and work](#)
- [Menopause resources](#) from the CIPD, particularly for: [line managers](#) and [staff with HR responsibilities](#).

6 Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be approved by the Board of Directors and the schools' Local Academy Committees.

7 Links to other policies

This policy is linked to the Trust's and its schools':

- Health and Safety Policy
- Sickness absence policy
- Appraisal policy
- Flexible working policy