



**VERNER
WHEELOCK**

Excellence in food industry training

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Verner Wheelock Associates Ltd

Menopause Policy

9th February 2023

Background

The menopause is a condition in which a woman's hormone levels decline and her periods stop. It generally happens between the ages of 45 and 55, but can be earlier, especially in the case of women who have had gynaecological surgery or chemotherapy. The average age for a woman to start menopause is 51.

Menopause symptoms can last from months to years, but the typical time period is around 4 years. There are different stages to menopause:

Perimenopause – the woman is experiencing menopausal symptoms, but still having periods, which can be erratic and very heavy.

Menopause – the woman has not had a period for 12 months.

Symptoms

There are over 30 different symptoms of menopause. Some of the most common which can impact on the workplace are:

Hot flushes, night sweats, sleep deprivation, anxiety, depression, memory loss/brain fog, lack of concentration, mood swings, panic attacks, irregular periods, heavy bleeding, urinary tract infections, muscle and joint stiffness, headaches, fatigue and itching.

Menopausal employees may lack concentration, feel pressure more, have less patience with colleagues than normal, make mistakes and lose confidence in their competence to do their job. In some cases they may take extended sick leave or resign their position.

Verner Wheelock's Commitment to Menopausal Staff

Since women make up 51% of the UK's population and the majority of the workforce at Verner Wheelock Associates Ltd, it is important to understand and recognise the symptoms of menopause and make provision for menopausal employees.



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We will:

- Educate all staff members in the symptoms of menopause and how it can affect daily life in the workplace
- Promote a positive culture where all employees feel comfortable talking about menopause
- Be sympathetic to those suffering menopausal symptoms and make them feel valued
- Provide clean and hygienic toilet facilities and sanitary products
- Allow regular breaks and flexible working where appropriate
- Ensure there is access to fresh air and fans for a cooler working environment
- Offer guidance and tools for assisting with memory loss such as calendar reminders and checklists

Signed

Alison Wheelock
Managing Director

Date : 09 February 2023