

# Menopause

## Policy and Guidelines

King's is committed to creating an inclusive and supportive environment for everyone in our community. We want you to feel comfortable speaking about menopause and any symptoms that may be affecting you at work.

This policy sets out the rights of employees experiencing menopausal symptoms, including perimenopause, and explains the support available at King's.

This policy does not form part of employees' contract of employment and the university has reserved the right to amend the terms of this policy, should the need arise, without further reference to employees.

### Application

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The Menopause Policy applies to women and all employees experiencing menopause symptoms which are affecting them at work.

Any absence due to menopause symptoms will be managed under the University [Sickness Absence Management Policy](#) with reference to this policy.

### Essential information

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[Menopause](#) is the name given to the natural event that marks the end of a biological woman's menstrual cycles (periods), meaning they are no longer able to reproduce (technically, women and those that menstruate reach menopause when they haven't had a period for 12 months). Due to hormonal changes, Menopause can result in a wide variety of [menopause](#) symptoms, affecting an individual's physical and mental health such as hot flushes, difficulty concentrating, sleep disturbances and more, though the type and severity of symptoms will vary. [Perimenopause](#) ('peri' meaning around or near) is the initial phase of the menopause transition, when hormones begin changing and individuals may start experiencing symptoms. Overall, women and those that menstruate experience symptoms for more than [seven years on average](#), making the menopausal transition a significant period of change.

It is important that you consult a medical professional if you are experiencing severe symptoms.

## Menopause Toolkit

Access our [menopause toolkit](#) to find advice for a variety of circumstances and support offered at King's.

## Occupational Health

The university's [Occupational Health](#) service provides advice and support on preventing and managing ill-health in relation to the workplace.

The university will aim to accommodate advice from Occupational Health, this will be considered on an individual basis taking into account the specific recommendation, circumstances and organisation requirements.

A referral to Occupational Health and the release of any information regarding your health will only be made with your consent.

## Menopause and reasonable adjustments

Where menopausal symptoms constitute a disability, the university has a legal responsibility to consider reasonable adjustments under the Equality Act 2010.

A reasonable adjustment is a change to the working environment or working arrangements to remove or reduce a disadvantage related to an individual's disability.

Reasonable adjustments should be agreed between you and your manager to facilitate healthy working. Additional information about disability at work can be found on the [disability](#) webpages.

The University's [Occupational Health](#) service can also provide additional tailored advice.

## Further support

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You may wish to consider [flexible working](#) to request a change in your working pattern.

Our [wellbeing](#) webpages provide details of resources and support that you can access.

You have access to King's [Employee Assistance Programme](#) (EAP), which offers confidential advice and counselling on a wide range of work and personal issues. It is independent, confidential, and free to use for the King's community.

Version control	
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