

Managing menopause in the workplace – new guidance published

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Guidance addressing the potential impact of menopause symptoms on women at work

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We've published new guidance to support women in the police service who are going through the menopause.

'Management of menopause transition in the police service' addresses the potential impact of menopause transition on quality of working life and performance at work, and highlights the benefits of supportive interventions and line management.

The guidance was developed in collaboration with the National Police Chiefs' Council (NPCC), the Police Federation, Unison Police Staff and the Menopause Action Group.

It includes:

- signs and symptoms of the menopause
- guidance for women going through the menopause, their partners, managers and occupational health
- guidance on creating strategic policy
- links to additional support, including for those who don't identify as female

The document follows the 2019 **EveryonePause report** by the Police Federation of England and Wales, which found that one in five women had considered leaving their organisation because they had found it difficult to deal with the menopause while at work.

Lisa Winward, Chief Constable for North Yorkshire Police and chair of the NPCC's Menopause Action Group, said: 'It's vital that menopause and its impact on women's health and wellbeing is taken seriously in the workplace, and in society as a whole.'

'For too long it has been a taboo subject, with people too embarrassed or ashamed to talk about it. This must change. With an expectation that more women will be recruited to the police service over the coming years, and to support our current workforce, it is imperative that we educate line managers and provide them with guidance about the effects of the menopause, and the measures they can take to support colleagues going through this natural stage of their lives.'

'Poor management can have resourcing and financial implications. Valued and supported staff mean fewer absences and a better continuity of service to our communities.'

Read the guidance

- [Management of menopause transition in the police service 2021 \(pdf\) 406.61 KB](#)

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