

Menopause

Breaking the taboo in the workplace

The Women and Equalities Committee survey in 2021 found that that nearly a third of women (31%) had missed work due to suffering from menopausal symptoms.

It is therefore imperative that all employers have a well drafted menopause policy in place to support their employees and that this is communicated to everyone in the business.

Over the past few years there have been several claims in the Employment Tribunal relating to the menopause and its effects. The Judgments in these cases appear to show a clear propensity for Judges to find that women suffering with menopausal symptoms should be protected under the current legislation, whether that be on the basis that their condition amounts to a disability or because of their age or sex.

The Women and Equalities committee however do not think that the current legislation goes far enough, and they have called for a consideration of whether further legislation needs to be enacted in this area.

Employers need to ensure that they are aware of this developing area of law and are taking all the necessary steps to protect their employees at work and to avoid the pitfalls of potential employment tribunal claims.



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Train your staff

Bermans employment team is offering a training session for HR Teams to ensure employers are ready for any forthcoming changes. During the session HR teams can expect to gain an understanding of the measures that can be taken in the workplace, the risks that not acting can cause and advice on how to avoid those risks. At the training session assistance will also be provided in preparing a menopause policy.

A training session lasts for around 90 minutes. If your team is not large enough for an in-house session, we are considering offering group sessions for Bermans clients so please register your interest.

Sessions from

£750
+VAT

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