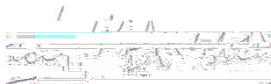




## BPET Menopause Policy

Signed:	
Chair of Trust Board:	Claire Delaney
Approved:	1 September 2024
Renewal period	Every 2 Years
Review Date:	September 2026

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- 3.5 This policy does not form part of any employee's contract of employment and may be amended at any time.
- 4 What is the menopause?
  - 4.1 The menopause is a natural health event for most women and some trans men, non-binary and intersex people, that usually takes place in-between 40 and 55 years of age (the average age in the UK is 51), during which they have not had a period for 12 months and experience hormonal changes. It can also happen earlier or later. For many people, symptoms usually last about four years, but in some cases can last longer, sometimes up to 12 years.
  - 4.2 The menopause is preceded by the perimenopause, during which the body prepares itself for menopause. The perimenopause can also last several years and can involve similar symptoms to the menopause itself. For the purpose of this document, any reference to the menopause includes the perimenopause. The perimenopause is not the same as premature menopause.
  - 4.3 Premature menopause is when an individual experiences menopause early, either

- 5 Support for individuals
  - 5.1 BPET encourages an environment in which colleagues can, if they want, have open conversations about the menopause. We expect everyone to be supportive of colleagues who may be affected by the menopause in the workplace.
  - 5.2 Anyone affected by the menopause is encouraged to speak to their line manager or "h-u" about

This may include identifying and addressing specific risks to the health and well-being of those going through the menopause.

6 Internal support

EAP

