

MENOPAUSE POLICY

Statement of Intent

At John Perkins Construction, we are committed to fostering an inclusive and supportive working environment for all employees. Menopause is a natural stage of life that can affect both women and men, either directly or indirectly, such as through supportive roles or medical conditions. This policy sets out our commitment to raising awareness, supporting employees, and addressing any impact menopause may have in the workplace.

Scope

This policy applies to all employees at John Perkins Construction, regardless of gender, age, or position within the company. It recognises that menopause can affect individuals in diverse ways and at different stages in their lives, and it seeks to provide guidance for supporting those experiencing menopausal symptoms or supporting others who are affected by menopause-related issues.

Definitions

- **Menopause:** The time when menstruation ceases due to hormonal changes, typically occurring between the ages of 45 and 55, although it can happen earlier or later.
- **Perimenopause:** The transitional period before menopause when symptoms may begin, such as irregular periods, hot flashes, or mood changes.
- **Post-menopause:** The period following menopause when symptoms may persist or new health concerns may arise.

Objectives

The objectives of this policy are to:

- Raise awareness of menopause and its impact on individuals and the workplace.
- Ensure employees experiencing menopausal symptoms are treated fairly and with respect.
- Provide guidance to managers and colleagues on how to support those affected by menopause.
- Promote a culture of openness, where employees feel comfortable discussing menopause and seeking support.
- Ensure that workplace adjustments can be made where necessary to help manage menopause-related symptoms.

Support for Employees

Employees who are directly or indirectly affected by menopause can access the following support:

- **Flexible Working:** We recognise that menopausal symptoms can fluctuate and may require temporary or ongoing adjustments. Employees are encouraged to speak to their line managers about flexible working arrangements such as altered start/finish times, remote working, or changes to duties where feasible.
- **Workplace Adjustments:** Where necessary, reasonable adjustments can be made to the work environment, such as:
 - Providing access to fans or well-ventilated areas to help manage hot flushes.
 - Adjusting uniform requirements to accommodate comfort.
 - Ensuring access to restrooms and quiet spaces for those experiencing fatigue or discomfort.
- **Medical Support:** Employees are encouraged to consult with their GP regarding menopausal symptoms. John Perkins Construction also offers access to occupational health services for further support if needed.
- **Support for Men and Colleagues:** Men may be impacted by menopause indirectly, through partners, family members, or colleagues. Support will also be extended to men who may be facing health conditions such as prostate issues that result in similar symptoms to menopause. Training and resources are available to help all employees understand the impact of menopause and offer appropriate support.

Manager Responsibilities

Managers have a key role in supporting employees during this stage of life and are encouraged to:

- Foster an open and supportive working environment where employees feel comfortable discussing menopause.
- Be aware of the potential impact of menopausal symptoms on work performance and morale.
- Ensure that reasonable adjustments are discussed and implemented where necessary.
- Maintain confidentiality and handle discussions around menopause with sensitivity and respect.

Employee Responsibilities

Employees are encouraged to:

- Speak openly with their line manager or HR if they are experiencing menopause-related symptoms that are affecting their work.
- Make use of the available support services, including occupational health.
- Respect the experiences of colleagues and contribute to a supportive work culture.

Training and Awareness

John Perkins Construction is committed to raising awareness about menopause. Training will be provided for managers and employees to increase understanding of the condition, reduce stigma, and create a supportive workplace environment. Resources will also be made available to guide employees on how to access support.

This Menopause Policy is designed to ensure that everyone, regardless of gender, is treated fairly and with respect during what can be a challenging time in their life. John Perkins Construction is committed to supporting our employees in maintaining their health and well-being during all stages of their careers.

Policy review

The Directors will ensure that this policy is implemented, maintained and reviewed on a regular basis to reflect good practice and changes in legislation.

Signed for and on behalf of John Perkins Construction Ltd.

Rupert Perkins
Managing Director

A handwritten signature in blue ink, appearing to read 'Rupert Perkins', with a horizontal line underneath.

Policy Reviewed: January 2025