

Menopause Support Policy

Our approach

Menopause is a natural stage of life. For some people, symptoms are mild. For others, they can significantly affect work, health and wellbeing. Either way, we want you to feel able to talk about it without embarrassment, and to get the support you need.

This policy applies to anyone experiencing perimenopause, menopause, or supporting someone who is. It covers all colleagues regardless of gender identity.

What menopause can look like at work

Symptoms vary widely and can include hot flushes, night sweats, difficulty sleeping, anxiety, low mood, difficulty concentrating, joint pain, headaches, and heavy or unpredictable periods. These can come and go and may change over time.

You do not need a diagnosis or a doctor's note to ask for support. If menopause is affecting your work, that is enough.

What support is available

If menopause is affecting you, speak to your manager or the People Team. We will look at your situation individually and consider practical steps, such as:

- Small adjustments to your working environment - a fan, a seat near a window, or away from heat sources
- Flexibility with uniform or PPE, where it is safe to do so
- Additional or more flexible breaks
- Temporary changes to your working hours or pattern, in line with our Flexible Working policy
- Time off for medical appointments related to menopause or midlife health
- Access to a quiet space if you need a moment to manage symptoms

Adjustments do not need to be complicated or expensive. Often the simplest changes make the biggest difference.

Confidentiality

Whatever you tell us stays between you and the people you choose to involve. We will not share information about your health with colleagues without your permission.

Absence related to menopause

If menopause symptoms lead to sickness absence, this will be managed under the Sickness and Capability policy - with sensitivity and understanding. We will not treat menopause-related absence more harshly than any other health-related absence.

Legal protections

Where menopause symptoms have a long-term, substantial impact on day-to-day activities, they may amount to a disability under the Equality Act 2010. If this applies, we have a legal duty to make reasonable adjustments. We also have duties around age and sex discrimination.

Inappropriate comments or behaviour related to menopause may amount to harassment and will be taken seriously under our Dignity at Work policy.

Managers

If you manage someone who is experiencing menopause, our Manager Guide: Menopause has practical advice on how to have the conversation, what adjustments to consider, and what to watch out for.

Questions

If you are experiencing menopause symptoms and would like support, or if you want to talk through your options confidentially, contact peopleteam@milbank.co.uk.

milbankgroup.co.uk

Version	Date	Author	Changes
V1	-	Milbank Group	Creation
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