

Menopause and Menstrual Health Policy

Identify key changes in policy and practice for the Board

- **Scope**
 - Extended to include secondees, volunteers, contractors, and those on placement, such as trainees, students, or individuals undertaking work experience
- **Menopause transition**
 - Post menopause: extended – ‘but some women do continue to experience symptoms of menopause for many years’
- **Employer**
 - The employer is responsible for creating a positive and supportive culture for those experiencing menstrual health and menopause symptoms.
- **OHS**
 - Separate section removed
 - Reworded OHS to sign post

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Identify key changes in policy and practice for the Board (cont.)

- **Procedure**
 - background removed
- **Supportive conversation**
 - list of symptoms removed
 - Includes the option for an employee to speak to an alternative manager and sets out the expectations of that other manager
 - NHS Inform link removed
- **Workplace support and adjustments**
 - list replaced with link to managers and employees guide