



## Menopause Matters: Menopause in the workplace

Tuesday 5 October 2021

In partnership with the British Menopause Society

### Presented by:

Louise Brenlund, Brachers LLP

Haitham Hamoda, British Menopause Society

Webinar supporter:



## Webinar presenters



**Louise Brenlund | Senior Associate - Employment, Brachers LLP**

[LouiseBrenlund@brachers.co.uk](mailto:LouiseBrenlund@brachers.co.uk) | [www.linkedin.com/in/louise-brenlund-19840630/](https://www.linkedin.com/in/louise-brenlund-19840630/)

Louise Brenlund is an employment law specialist. She advises on all aspects of employment law, mainly acting for employers but also taking on complex, high-value employee claims work.

Louise has worked with specialist sectors including agriculture, construction, manufacturing, education and healthcare and regularly provides external training. Her work involves a variety of employment law cases including defending employment tribunal claims from one to multi-day actions as well as multi-party cases to breach of TUPE.



**Mr Haitham Hamoda, Chairman of the British Menopause Society**

Mr Haitham Hamoda is Chairman of the British Menopause Society and a consultant gynaecologist and subspecialist in reproductive medicine and surgery. He is also the clinical lead for the Menopause Service at King's College Hospital.

Mr Hamoda has published widely in his specialised field and is actively involved in ongoing research projects both locally and nationally and teaches at undergraduate and postgraduate level.

Mr Hamoda is a fellow of the Royal College of Obstetricians and Gynaecologists and was awarded a degree of Doctor of Medicine (MD) from the University of Aberdeen. He obtained his accreditation as a subspecialist in reproductive medicine at Guy's and St Thomas' Hospital

## We will look at:

- 01** Employers' current legal obligations
- 02** How are things changing?
- 03** Guidance in the workplace
- 04** Background on menopause
- 05** The role of HRT
- 06** Menopause challenges in the workplace

## Why is this important?

- 14 million workdays lost in the UK economy due to women taking time off to manage menopausal symptoms
- Women over 50 are the fastest growing group of employees; with significant skills, knowledge and experience, they are a valuable business asset
- Between the ages of 40 and 55, 80% of women experience up to 34 physical and psychological symptoms of menopause; one in four suffers so severely, she needs significant support to maintain normal performance at work
- Many employers notice flagging productivity, higher absence levels and low morale or motivation

## Current legal obligations

### The law

- No specific protection
- Unfair dismissal
- Equality Act 2010 – possibly age, sex or disability.
- HASWA 1974 – A duty on employers to protect the health, safety and welfare of all employees

## Current legal obligations

### Examples

- Employment tribunal claims
- Burchall v Project One Consulting Ltd
- Sloan v Dumfries and Galloway Health Board
- Rose v Commissioner of Police for the Metropolis
- McMahon v Rothwell & Evans LLP and Pundick

## How are legal obligations changing?

- Argument for reform
- The House of Commons Women and Equalities Committee inquiry – opened on 23 July 2021 and closed on 17 September 2021
- Will it be a legal requirement to have a workplace menopause policy?
- Will ‘menopause’ become a protected characteristic?

## Guidance in the workplace

### PETS

- **Policy**
  - Create frameworks for staff and managers
- **Educate**
  - Staff and managers around menopause, create a culture of talking
- **Train**
  - Managers to understand and recognise symptoms and how to address this
  - Staff to be aware and comfortable
- **Support**
  - Encourage informal/ formal networks
  - Make it part of your strategy

## **About Brachers' Employment team**

Our Employment and HR team take pride in delivering employment law and HR services that are tailored to your needs. We are dedicated to listening and learning about your business to understanding the challenges you face, your ambitions, and how to retain, your key asset, your people.

We are one of the largest employment and HR teams in the South East, working alongside businesses with 60,000 employees in the region. We will always advise you on your options to enable you to make informed choices. We appreciate that business is about taking managed risks. Our commitment to you is that we will not sit on the fence but will make recommendations using the benefit of our judgment and experience.

[www.brachers.co.uk/employment](http://www.brachers.co.uk/employment)

## **Webinar supporter: Diversity HR**

Diversity HR is an established independent recruitment agency covering Sussex, Surrey, London and Kent. They have an outstanding reputation for HR recruitment, placing high calibre candidates within human resources jobs.

Diversity HR offer a comprehensive, non-sales led, discreet and cost-effective recruitment service. They are essentially in-house recruiters with the ability to find candidates who match clients' requirements.

[www.diversityhr.co.uk](http://www.diversityhr.co.uk)

The first 10 businesses that book and pay for this training will receive a free Menopause Policy, worth £300. If you wish, we can utilise part of the training session to review and tailor the policy to your specific business needs.

## Training offering

**Content:** We will provide guidance on the law and best practice on discrimination and the duty to make reasonable adjustments and consider flexibility in the workplace.

We will give practical real-world tools and tips on how to manage these cases and avoid common pitfalls.

We review your requirements and look at developing a policy or guidance on the menopause for your organisation. This would include accessible information to staff related to making this an inclusive topic and having comfortable conversations.

**Why invest?** This training is an invaluable way to educate staff in understanding the minimum legal obligations when handling staff experiencing the menopause, be able to identify suitable adjustments that may be offered, be aware of relevant policies and practices and to help raise awareness and initiate discussion around the menopause.

**Who should attend?** Business owners, directors, senior managers, HR managers and line managers. To ensure this course is effective there is a maximum of 20 places per session.

**Delivery options:** Available at your premises, at our offices, or via webinar.

**Time:** Three hours

**Cost:** £950 plus VAT

# Brachers

With you all the way

To discuss your training needs or to book please contact us at:

**e: [events@brachers.co.uk](mailto:events@brachers.co.uk)**

**t: 01622 776405**

If you would like a more tailored course, please get in touch to discuss any bespoke training needs.

For more information about Brachers please visit us at **[www.brachers.co.uk](http://www.brachers.co.uk)**.