**Menopause Risk Assessment**

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| **Name:** |  |
| **Role:** |  |
| **Person completing risk assessment:** |  |
| **Date:** |  |

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| Health and safety management | Yes/ No: | Details: | Action by who/ Date: |
| Have managers and supervisors been trained in issues relating to health, safety and welfare and the menopause? |  | Training is available: Please contact Learning and Development to book on a course. |  |
| Do workers have access to information on the menopause? Has this been provided |  | See the Menopause toolkit |  |
| What occupational health arrangements have been made in relation to the menopause? |  | Referral can be made to occupational health for menopause support |  |
| Does the sickness absence policy recognise the menopause as a health, safety and welfare issue? |  | Yes, please see the wellbeing and sickness absence policy |  |
| Can women report sickness as menopause related sickness? |  | Yes, menopause related sickness can be recorded through ESR |  |
| What arrangements are in place to deal with related issues such as stress management? |  | Please see stress risk assessment and the support available for stress and staff can self-refer to the psychology service. |  |

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| Sanitary and health issues - frequent urination, heavy periods, irregular periods, nausea/ vomiting | Yes/ No: | Details: | Action by who/ Date: |
| Are workstations easily accessible to sanitary and rest facilities? |  |  |  |
| Are there private washing and changing facilities? |  |  |  |
| Is there access to sanitary products? |  |  |  |
| Do rotas, shifts and schedules ensure that workers have easy access to sanitary and washing facilities? |  |  |  |
| Are lockers available for staff to have a change of clothing/ sanitary products? Are these accessible? |  |  |  |

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| Temperature - Hot flushes and perspiration | Yes/ No: | Details: | Action by who/ Date: |
| Have you referral to policy on workplace maximum (and minimum) temperature and is it implemented? |  |  |  |
| Can the temperature be changed, if not have you provided suitable adjustments such as a fan or heater. |  |  |  |
| Is ventilation available and is it regularly maintained? |  |  |  |
| Are there humidifier systems available and are they well maintained? |  |  |  |
| Do uniforms and PPE reflect the needs of menopausal women? |  |  |  |
| Is loose clothing made of natural fibres provided or supported? |  |  |  |

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| Aches and pains, dizziness, lack of energy, headaches | Yes/ No: | Details: | Action by who/ Date: |
| Have workstations been assessed? |  |  |  |
| Are regular movement breaks available throughout the day if a regular DSE user? |  |  |  |
| Are there opportunities to switch to lighter or different duties? |  |  |  |
| Is there an opportunity for flexible working? |  |  |  |
| Is there easy access to water and food? |  |  |  |
| Has a manual handling assessment or functional capability assessment been completed if struggling with duties of the role? |  |  |  |
| Do working hours in general take account of these health issues? |  |  |  |

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| Mood swings, irritability, loss of concentration, insomnia | Yes/ No: | Details: | Action by who/ Date: |
| Do you have regular 1:1s and supportive meetings? |  |  |  |
| Are there flexible working times available? |  |  |  |
| Are there flexible breaks and opportunities to go outside during the day? |  |  |  |
| Is there access to natural light? |  |  |  |
| Has signposting to mental health support been provided? |  |  |  |
| Have work tasks been reviewed in terms of cognitive load? Has a functional capability assessment been completed, and adjustments implemented |  |  |  |
| Is there access to a breakout space, outdoor space and can the staff member utilise self-coping strategies? |  |  |  |

**Supportive documentation:**

* Workplace menopause training and support: Liaise with Learning and Development
* Please see our menopause guidance
* We have a holistic OH service of support from nurses, Occupational therapy, physiotherapy, and psychology.
* Wellbeing and sickness absence policy
* Stress risk assessment
* Wellbeing at work action plan

All above is available on the staff intranet pages.