



STAINLAND & DISTRICT PARISH COUNCIL

MENOPAUSE STATEMENT

Document Ref	Menopause Statement
Issued Date	February 2026
Status	Approved at Council Meeting on 26.02.2026
Parish Council Approved Date	26.02.2026
Next Reviewed Date	February 2029



Stainland & District Parish Council

MENOPAUSE STATEMENT

1. Introduction

SDPC recognises that individuals experiencing the menopause, whether an employee or a Member of Council, before, during or after a time of hormonal change and associated symptoms, may need additional consideration, support and adjustments. The menopause can have an impact on any individual's physical and mental health. SDPC aims to ensure we understand what the menopause is and to foster positive conversations about it in a comfortable and open environment.

2. Aims and Objectives

The aim of this policy is to provide advice and guidance to those both directly and indirectly affected by the menopause allowing those experiencing symptoms of the menopause to continue to be effective in their work.

To improve awareness of how menopause can affect individuals and help everyone to understand how they can support those experiencing menopausal symptoms at work.

3. Definitions

The menopause is a natural phase of life when individuals stop menstruation and experience hormonal changes such as a decrease in oestrogen levels. It usually occurs between the ages of 45 and 55 and typically last for a number of years which is why it is best described as a transition rather than a one-off event.

Every experience will be different and menopausal symptoms can begin before the age of 40, this can be caused by premature menopause or surgery. Perimenopause, or menopause transition, begins before the menopause. Perimenopause is the phase leading up to the menopause when an individuals' hormone balance starts to change, and when they may begin to experience menopausal symptoms. For some, this can start as early as their twenties or as late as their forties.

4. Symptoms

Symptoms of menopause can manifest both physically and psychologically and can be different for everyone; and for a quarter of individuals, they are severely debilitating. Symptoms can have a huge effect on an individual's comfort and performance when working. Symptoms vary greatly, and commonly include (but aren't limited to) hot flushes, palpitations, night sweats, insomnia and sleep disturbances, dizziness, fatigue, headaches, recurrent urinary tract infections, joint stiffness, aches and pains, irregular or heavy, painful periods, dry skin, eyes and hair loss

There may also be associated psychological symptoms including depression, anxiety and panic attacks, reduced concentration, changes to mood, memory loss and loss of confidence.

Individuals may experience only some or all of these symptoms (as well as some other less common symptoms which are not listed). Most will experience some symptoms, whilst others may not experience any noticeable symptoms. On average, individuals continue to experience symptoms for four years after their last period, but



around 10% continue to experience symptoms up to 12 years after their last period.

Experiences and perceptions of the menopause may also differ in relation to disability, age, race, religion, sexual orientation or marital/civil partnership status. It is important to recognise that for many reasons, people's individual experiences of the menopause may differ greatly.

5. Support in the workplace

It is recognised that the menopause is a very personal experience, and different adjustments and levels of support may be needed for different individuals. Individuals are encouraged to inform the Chair of SDPC that they are experiencing menopausal symptoms at an early stage to ensure that symptoms are recognised as an ongoing health issue rather than as individual instances of ill health.

Early notification will also help SDPC to work with the employee in assessing the most appropriate support to meet their needs.

SDPC understands some individuals who are affected may feel uncomfortable talking directly to the Chair of SDPC and we encourage employees and councillors to have a discussion with an alternative Member of Council.

SDPC encourages everyone to take responsibility to familiarise themselves with the menopause policy statement and be ready and willing to have an open discussion about menopause, appreciating the personal nature of the conversation, and treating the discussion sensitively and professionally.

SDPC will:

- advise individuals to consult their GP for further support and be aware that further advice can also be sought from an Occupational Health therapist if their symptoms are impacting on them at work;
- seek to gain an understanding of what support the individual is likely to need in the workplace;
- ensure that all information shared by the individual is treated in confidence and is not shared further without the person's consent;
- discuss timescales and leave requirements if this has been raised as part of the discussion. It is worth noting that perimenopause and menopause symptoms do not have an indicative timeline for resolution and take account of both individual and business needs when dealing with requests for all types of leave;
- outline the support available to the individual, such as adjustments in the workplace, including workplace temperatures and ventilation, the addition of a desk fan, access to adequate toilet and washing facilities availability and somewhere suitable for rest breaks.
- recognise that the effects of menopause should be taken into account when considering the implementation of other policies such as sickness absence, capability and performance, complaints and flexible working arrangements to ensure that individuals experiencing these symptoms are not unfairly treated or discriminated against.



Useful links

Menopause Matters, menopausal symptoms, remedies, advice

<https://www.menopausematters.co.uk/index.php>

Menopause - Symptoms - NHS (www.nhs.uk)

<https://www.nhs.uk/conditions/menopause/symptoms/>