

Menopause at Work Quiz

Comms, Documentation & Policy

Are questions relating to menopause included in your employee engagement surveys?	Y/N
Do you have a well publicised menopause policy or guidance document?	Y/N
Do risk assessments incorporate specific menopause symptoms that can be impacted by PPE gear, lack of access to bathrooms and limited protected time?	Y/N
Is menopause classified as a long term health condition for the purposes of your absence management policy?	Y/N
Are you familiar with the reasonable adjustments that can be put in place to support people experiencing symptoms?	Y/N
Do you use health passports?	Y/N

Education, Awareness & Support

Do you understand what menopause is and the impact symptoms can have in the workplace?	Y/N
Do your menopause champions have clearly defined roles, responsibilities and boundaries?	Y/N
Do employees have access to an online menopause support group or network?	Y/N
Would you feel comfortable initiating a conversation about menopause with your senior leadership team?	Y/N
Do you have core menopause training and awareness in place for all staff?	Y/N
Are your managers required to complete annual menopause refresher training?	Y/N

Working Environment

Is it possible to adjust the temperature in all staff working areas?	Y/N
Is it simple to implement practical solutions if temperature cannot be adjusted eg order a desk, USB or handheld fan?	Y/N
Are bathroom facilities accessible at anytime?	Y/N
Are your staff encouraged to take regular breaks?	Y/N
Are sanitary products freely available in bathrooms at all work sites?	Y/N
Can extra uniforms or uniforms made from natural fibres be ordered quickly and easily if necessary?	Y/N

Menopause at Work Quiz

How menopause friendly is your organisation?

Score 1 for every Yes

Score less than 8

It's a **good start** but you've still got some work to do. A quick survey asking employees what they think would improve awareness and support for menopause could be the quickest way to raise your score.

Score 8 – 12

You're **doing great**. Review your answers and focus on the section with the least ticks for the next 6 weeks. Do you need to focus on policy support, training, the working environment or something else?

Score 12 – 18

Excellent work you've created a menopause friendly working environment and are actively promoting an open culture where the majority of staff will feel comfortable talking about menopause and asking for help. How will you keep menopause front of mind throughout 2020 and beyond?

ACTION POINTS for next 30 days

1.
2.

ACTION POINTS for next 60 days

1.
2.

ACTION POINTS for next 90 days

1.
2.