

Supporting Staff Through Perimenopause and Menopause: A Fact Sheet for School Leaders

Why It Matters

Perimenopause and menopause can significantly impact staff wellbeing, performance, and attendance. Symptoms such as fatigue, brain fog, anxiety, and hot flashes can affect work, and a supportive workplace can make a significant difference in staff retention and morale.

Key Challenges Staff May Face

- **Physical Symptoms:** Hot flashes, night sweats, headaches, joint pain, and fatigue.
- **Cognitive Impact:** Memory lapses, brain fog, difficulty concentrating.
- **Emotional Well-Being:** Anxiety, mood swings, low confidence, and stress.
- **Workplace Impact:** Increased sick leave, reduced energy levels, difficulty managing workload.

How School Leaders Can Support Staff

1. Create an Open and Supportive Culture

- Encourage open conversations about menopause without stigma.
- Provide a clear menopause policy or guidance document.
- Offer staff the opportunity to discuss their needs confidentially.

2. Adjust Work Environments

- Ensure classrooms and offices are well-ventilated and allow temperature control.
- Provide easy access to cold drinking water and toilet facilities.
- Consider uniform or dress code flexibility to allow for breathable, comfortable clothing.

3. Offer Flexible Working Options

- Allow adjustments in start/finish times where possible.
- Consider part-time options, job shares, or remote working where appropriate.
- Support staff in managing workload expectations.

4. Support Well-Being and Mental Health

- Promote access to counselling services.
- Encourage regular breaks and movement during the day.
- Provide signposting to menopause-related resources and support groups.

5. Train Leaders and Staff

- Encourage Menopause Ambassador training for senior leaders, line managers or wellbeing leads.
- Encourage peer support networks for staff experiencing menopause.
- Ensure HR and leadership teams understand legal obligations around workplace adjustments.

Legal and Policy Considerations

- Under the **Equality Act 2010**, menopause-related discrimination could be classed as sex, age, or disability discrimination.
- Schools should ensure policies include menopause support as part of their wellbeing and absence management frameworks.

Useful Resources

- [British Menopause Society](#)
- [NHS Menopause Support](#)
- [Education Support](#)

By fostering a menopause-friendly workplace, school leaders can support staff wellbeing, reduce absenteeism and promote a positive and inclusive working environment.