

Workplace checklist

All women should be able to:

- work through the menopause in an environment that is supportive
- control room temperature in their classrooms (and through negotiation the staffroom as well)
- access a toilet during breaktimes – and expect systems to be in place in the workplace that ensure that if a member of staff wishes to use the toilet during lesson time they are able to do so
- expect understanding from managers and colleagues regarding any condition that may require reasonable adjustments
- work in an environment where reasonable adjustments are made to achieve a comfortable working environment for all.

Questions to raise in your workplace:

- are all staff menopause-aware so that women do not need to raise it as an individual issue?
- is there a climate of openness where women are able, if they so choose, to disclose their symptoms to colleagues and management and request adjustments?
- is there adequate ventilation and temperature control in each classroom and in other areas of the school, such as the staffroom?
- is there a procedure for providing brief cover arrangements for women workers who may need to use toilet/washing facilities during a lesson or when they are working with an individual pupil?
- is there ready access to cold drinking water?

Working through the menopause

See the **NEU menopause toolkit** for further advice and information
neu.org.uk/menopause

