



Quilter

Menopause & Gynaecological Health Policy

A guide for colleagues

GET STARTED



Welcome to this policy guide

This guide is designed to help you understand Quilter's menopause policy and how it affects you.

The purpose of this policy is:

- To encourage our colleagues to be more confident on the topic of menopause and see it as a workplace issue.
- For anyone experiencing symptoms to feel they can ask for the help they need.
- For managers to have the knowledge and confidence to know what to do if support is required.
- To give all colleagues information of where to go for further help.

The menopause can affect people of all genders, for example those who are trans and non-binary. We will support all colleagues experiencing menopause transition, so encourage colleagues to ask for help if they need it.

This guide can also be used to support colleagues experiencing any other gynaecological conditions.

Have a question?

CONTACT HR DIRECT



Inside this guide



What is menopause?

Find out more about what menopause is, why we're talking about it, and what symptoms you need to look out for.

MORE ABOUT THE MENOPAUSE



Our commitment to you

There are a wide range of resources - both internal and external - to support you. Click below to find out more.

HOW WE'RE SUPPORTING YOU



Menopause as a health condition

What is menopause and why are we talking about it?

What is menopause?

The menopause is when someone stops having periods. It's a natural part of ageing that often happens at a critical career stage.

It usually happens between 45 and 55 years old so many of today's workers will be working through the menopause and managing the symptoms associated with it at work.

For many people, it's a challenging journey.

Some of our colleagues go through this in silence while experiencing a wide range of symptoms that can affect their physical as well as mental health.

It's time to see that menopause affects us all and understand we all have a role in supporting one another.

A health condition

Supporting someone who's experiencing symptoms of menopause transition means understanding that not everyone experiences menopause in the same way. Like any other health condition, colleagues will have different symptoms and need different support at different times, so this policy isn't about creating a one-size fits all approach. It's about highlighting all the different ways that we can support you – so you can decide what works best for you.

Did you know...the average age for someone to undergo menopause transition is 51 – but 1 in 100 women will experience it before the age of 40.

This could be as a result of surgery, illness or treatment for other conditions, such as chemotherapy – or it could be for no reason at all. 'Perimenopause' (the phase leading up to menopause) can start as early as in your twenties or as late as your forties. We therefore won't make any assumptions about what you may or may not be experiencing based on your age.

Visit the [NHS website](#) for further in-depth information.

Symptoms of menopause

There are 34 typical symptoms of menopause that people can experience. Some can be subtle and hardly noticeable, whereas others may cause a great deal of distress or discomfort. Here are a few:

1. Hot flushes and night sweats

2. Fatigue and poor sleep

3. Digestive problems

4. Mood swings

5. Depression

6. Anxiety and panic attacks

7. Lack of focus and lapses in memory

[Click here to read all 34 symptoms.](#)

Our commitment to you

Click below to learn more about each item.



We want to support you

We're committed to taking all reasonable steps to make sure that you are supported.



Paid time off for appointments

You are entitled to paid time off for any medical appointments or therapy.



Managing absences in Workday

Make sure that you discuss your initial plans and keep your line manager updated.



Wellness Action Plan

By creating a Wellness Action Plan, you can identify what works and doesn't work for you.



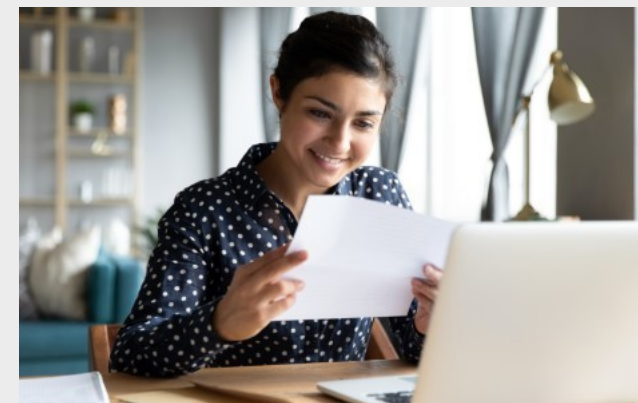
Manager's guidance - reasonable adjustments

Support for those needing adjustments.



Managers' guidance - your role

As a manager, you play an important role in ensuring colleagues experience the same support.



Our wellbeing support

From the Thrive hub to educational pathways on Degreed, we have lots of tools to support you.



External wellbeing support

Websites and networks to enhance the support that is available to you.

Answering your questions

Get in touch for support or click on the Q&As below for further assistance.

Latest Q&As

Click below to read the answers.

❓ Does Quilter assist in prescription charges for HRT?

❓ What help is on offer from WeCare, our Employee Assistance Programme?

❓ Exercise is a known aid to reduce menopause symptoms. Does Quilter offer discounted gym memberships?

❓ How do I order a desk fan to make my working environment more comfortable?

Have a question?

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