

Menopause Policy, Toolkit and Webinar

In line with Aberdeen 2040, the University is committed to creating positive and inclusive working and learning environments. This includes prioritising the wellbeing, health and safety of our diverse community, supporting everyone to achieve their full potential.

Following a period of consultation we have developed a Menopause Policy and associated Toolkit to raise awareness of the menopause, its symptoms, and the impact it can have on work and study.

In the [Menopause Toolkit](#) you will find the Policy, guidance, and helpful tips for having open and honest discussions about the menopause. Included in the Toolkit is a short Skill Boosters e-learning module [Skillsboosters - Final \(pagetiger.com\)](#) that all staff are encouraged to complete. There is also an online webinar for all staff on 13 June, Demystifying Menopause click here to book a space: [Demystifying Menopause | Course Booking System | The University of Aberdeen \(abdn.ac.uk\)](#)

Further training for line managers will be made available shortly.

The changing age of the UK's workforce means that between 75% and 80% of individuals experiencing menopause are in work. Research shows that staff may be unwilling to discuss menopause-related health problems with their line manager, or to ask for the support or adjustments that they may need. The introduction of the Policy will encourage these conversations and promote understanding within the community so that an open culture on menopause can be fostered.

Please to read the materials available and familiarise yourselves with the Policy. If you have any questions please get in touch with your line manager/HR Adviser/Partner.