



Equality Commission's guidance on the menopause: what does it mean?

On 22nd February 2024, The Equality Commission [provided useful guidance on how employers should best engage with those experiencing the menopause](#), and these practical suggestions are welcomed.

On the topic itself, however, not much has changed from an employer's point of view as the menopause is a natural stage in a women's life and not in itself a disability.

A disability is defined in S.6 of the Equality Act as a physical or mental impairment which has a '*substantial and long-term adverse effect*' on someone's '*ability to carry out normal day to day activities*'.

So, although not all women going through the menopause will fall into this category, some women will experience a wide range of symptoms, including those that are severe enough to meet the definition of being disabled under the Equality Act.

If this is the case for an individual, then you should look at making reasonable adjustments so that they are not disadvantaged during this time.

Many managers find conversations around this topic difficult so please speak to us at The HR Dept if you require assistance dealing with this matter. We can advise you how to approach these conversations, draft a policy for you and discuss any reasonable adjustment considerations. We've also teamed up with a Menopause Advisor who can offer awareness training for individuals and for managers - please contact us to find out more.



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