OFFICIAL

**Policy Title:** **Menopause Policy**

**Date Published:** **October 26**

**Business Lead:** **Business Partner**

**CCMT sponsor:** **Chief People Officer**

Thames Valley Police ensures that all policies have been assessed and comply with the MoPI Guidance, and the Data Protection Act 2018. In addition, this Policy has been reviewed by the Force Head of Health, Safety and Environment has undergone an Equality Impact Assessment.

## 1.0 About this Policy

### 1.1 Rationale

Thames Valley Police (TVP) recognise menopause as a significant workplace health and wellbeing issue. This policy aims to foster an inclusive, supportive, and legally compliant environment where employees experiencing menopause are treated with dignity and respect.

### 1.2 Legislation/National Standards

Equality Act 2010 Health, Safety at Work Act 1974. BSI 30416:2023 – Menstruation and Menopause in the Workplace. EHRC. ACAS guidance. Police Regulations 2003.

### 1.3 Intention

Thames Valley Police (TVP) is committed to creating a supportive and inclusive workplace by recognising menopause as a significant workplace issue, ensuring fair treatment, promoting health and wellbeing, embedding menopause awareness into organisational culture, leading by example in the policing sector and carrying proactive attention and inclusive support.

### 1.4 General Principles

TVP acknowledges menopause as a legitimate occupational health concern and commits to providing a supportive environment for all affected employees.

TVP will ensure compliance with legal obligations under the Equality Act 2010 and Health and Safety at Work Act 1974, including making reasonable adjustments and preventing discrimination.

TVP will promote awareness, education, and open conversations about menopause through training, internal communications, and leadership engagement.

TVP will integrate menopause considerations into broader wellbeing, diversity, and inclusion strategies, aligning with national standards and best practices.

## 2.0 Statement of Policy

Thames Valley Police (TVP) adopt the following principles to guide its approach to menopause in the workplace:

**Recognition of Menopause as a Workplace Issue**
Menopause is not solely a medical or personal matter—it is a workplace issue that can affect performance, attendance, and wellbeing. TVP acknowledges the need to address menopause proactively within its organisational culture and policies.

**Commitment to Equality, Diversity, and Inclusion**
TVP is committed to ensuring that all employees, regardless of gender identity, age, ethnicity, or background, are treated fairly and respectfully. Menopause-related support will be inclusive and culturally sensitive, recognising the diverse experiences of individuals.

**Legal Compliance and Ethical Responsibility**
TVP will comply with all relevant legislation, including the Equality Act 2010 and the Health and Safety at Work Act 1974. This includes making reasonable adjustments for employees whose symptoms meet the threshold of disability and ensuring protection from discrimination and harassment.

**Supportive and Compassionate Culture**
TVP aims to foster a culture of openness, empathy, and support. Employees should feel safe to discuss menopause-related challenges without fear of stigma or reprisal. Line managers will be trained to handle conversations sensitively and confidentially.

**Flexible and Adaptive Work Practices**
TVP will consider flexible working arrangements, adjusted duties, and environmental accommodations to support employees experiencing menopause. These adjustments will be proportionate, practical, and tailored to individual needs.

**Integration with Wellbeing and HR Strategies**
Menopause support will be embedded within broader health, wellbeing, and HR frameworks. This includes access to occupational health services, internal support networks, and clear pathways for requesting adjustments.

**Continuous Improvement and Accountability**
TVP will regularly review menopause-related policies and practices, which incorporates employee feedback and aligning with national standards such as BSI 30416:2023. The Menopause Action Group (MAG) will play a key role in monitoring progress and promoting best practice.

## 3.0 Human Rights Articles Engaged

Article 8: Right to respect for private and family life
Article 14: Prohibition of discrimination

## 4.0 Health and Safety at Work

4.1 TVP recognises its duty under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety, and welfare of all employees. This includes proactively identifying and mitigating workplace risks that may disproportionately affect individuals experiencing menopause.

4.2 To fulfil this duty, TVP will ensure that workplace risk assessments include considerations such as:

- Account for Environmental Factors
- Include Access to Rest and Recovery Spaces
- Evaluate Uniform and Equipment Comfort
- Consider Workload and Shift Patterns
- Support Psychological Wellbeing
- Further information can be found in:
  - Menopause Guidance for Managers and Staff
  - TVP Menopause Risk Assessment
  - Guidance for using the Menopause Recommended Supportive Adjustments Tool

4.3 Risk assessments will be reviewed regularly and not be static. They will be reviewed periodically and whenever an employee discloses menopause-related health concerns, ensuring that adjustments remain relevant and effective.

4.4 By embedding menopause considerations into routine health and safety practices, TVP aims to create a workplace that is not only compliant with legal standards but also compassionate and responsive to the needs of its workforce.

4.5 Where possible local arrangements to be reached where possible. Considerations to be carried out in collaboration with RAMP, Occupational Health and People Directorate.

## 5.0 Communications, Challenges and Representations

### 5.1 Communication

Policy awareness will be promoted through the People Portal, internal campaigns, and training. Line managers will be equipped to have sensitive and informed conversations. The Thames Valley Knowzone pages will have regular updates, the wellbeing pages will have articles and links to the MAG web page Occupational Health Clinic and Thames Valley Policy Website.

### 5.2 Challenges and representation

Any challenges or representations in respect of the contents of this Policy document should be directed to:

Chief of People
HQ South
Banbury Road
Kidlington
Oxford, OX5 2NX

## 6.0 Review Date: June 2027

## 7.0 Related Guidance

- TVP Reasonable Adjustment Management Process (RAMP)
- TVP Flexible Working Policy
- TVP Attendance Management Policy
- Menopause Action Group (MAG)
- Menopause Guidance for Managers and Staff
- TVP Menopause Risk Assessment
- Guidance for Using the Menopause Recommended Supportive Adjustments Tool

## 8.0 Freedom of Information

This document can be made available under Freedom of Information Legislation.

## 9.0 Government Security Classification Policy

Official

## 10.0 Relevant Supporting information

- EHRC Menopause Guidance
- BSI 30416:2023 Standard
- ACAS Menopause at Work
- Equality Act 2010, which protects workers against discrimination
- Health and Safety at Work Act 1974
- Gov.uk - Policy Paper - Vision For Women's Health Strategy
- Unison – Guidance and Model Policy

**Chief Officer Policy Authorisation**

**Policy signed off by:**



**Nicole Cornelius, Chief People Officer** **Date: 28/10/26**

| Version | Date Reviewed | Author | Reason for New Version |
|---|---|---|---|
| 1.0 | | Karen Shaw | New policy |
| | | | |
| | | | |
| | | | |