

## Menopause/Perimenopausal issues

We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues.

The university wishes to be a supportive environment for colleagues when they are experiencing negative mental health and wellbeing and there are a number of ways colleagues can seek and receive support.

A number of common health and wellbeing scenarios have been presented which aim to provide colleagues with a pathway to seeking and receiving support.

### 1:1 Meeting

During a 1:1 with your Line Manager there will be opportunity for a Wellbeing Conversation and this is the time to highlight any health and wellbeing issues with regards to menopause and perimenopause symptoms. During the conversation, your Line Manager will discuss possible reasonable adjustments or may refer you to Occupational Health allowing for an opportunity to speak to a OH practitioner. The Line Manager can also signpost to internal & external support resources. If there is not a Wellbeing Conversation section during the 1:1, ask for it.

### External Resources

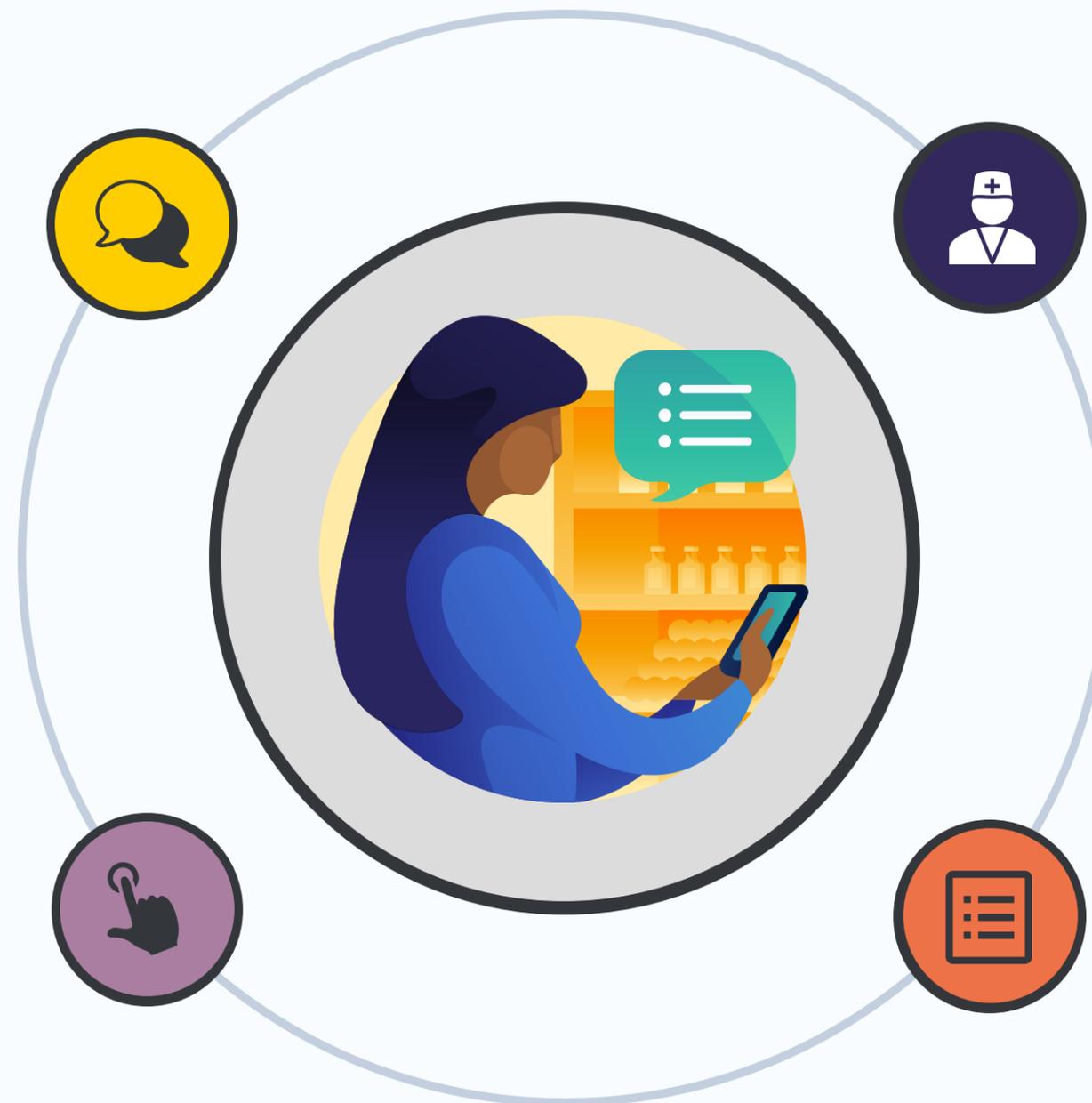
There is a number of external support agencies and charities who provide dedicated menopause and perimenopause support such as [Menopause Support](#), [Menopause Matters](#), [Henpicked](#).

### GP Appointment

If you are experiencing symptoms related to the peri-menopause/menopause make an appointment to see your GP to discuss your symptoms and concerns.

### Menopause Policy

Employees are encouraged to refer to the Menopause in the [Workplace Guidance for Employees](#) which outlines the universities policy on supporting employees who are experiencing negative health and wellbeing issues with regards to menopause and perimenopause symptoms.



[Intranet Health & Wellbeing Home Page](#)