



Menopause in the Workplace

Practical steps for building a more supportive workplace culture



Why it matters

Menopause is a natural stage of life, but it can have a significant impact on wellbeing, concentration, and performance at work.

In manufacturing and engineering environments, where roles can be physically demanding or safety-critical, understanding and support are essential.

When businesses address menopause openly and practically, they:

- Retain experienced, skilled workers who might otherwise leave the workforce.
- Improve wellbeing, engagement, and trust across all teams.
- Strengthen their reputation as an inclusive and supportive employer.

Inclusive language and communication

The words we use shape how supported people feel. Inclusive language helps remove stigma and makes conversations about menopause more comfortable.

- Avoid humour or offhand remarks about symptoms, which can make individuals feel dismissed or self-conscious.
- Encourage open, respectful conversations focused on what would help an employee feel more comfortable.
- Normalise the topic by including it in wellbeing discussions, internal campaigns, and diversity initiatives.

Creating an environment where people can speak without embarrassment is one of the most powerful steps toward genuine inclusion.

Creating a safe and supportive environment



Support in manufacturing and engineering settings often needs to be practical as well as cultural.

Small changes can make a big difference:

- Offer access to fans, water, and cooler uniform options.
- Review shift patterns, workloads, and rest break policies.
- Ensure workspaces have proper ventilation and accessible rest areas.
- Be flexible around sickness absence or performance when symptoms are disclosed.

Psychological safety matters too:

Encourage confidentiality, trust, and empathy. Equip managers to have informed, sensitive conversations. Promote workplace champions or wellbeing advocates who can keep the conversation going.



HR's role in driving change

HR leaders are key to embedding long-term, sustainable change across the organisation.

Review or create a clear menopause policy.

Integrate menopause into your equality, diversity, and wellbeing frameworks.

Work with Health & Safety teams to assess workplace environments and PPE suitability.

Provide training for line managers, focusing on confidence, empathy, and practical adjustments.

Partner with Occupational Health or EAP providers to ensure support pathways are in place.



These steps not only improve employee wellbeing but also strengthen organisational culture and compliance with the Equality Act 2010.

E3 Recruitment

- T 01484 645 269
- E marketing@e3recruitment.com
- W www.e3recruitment.com

Employing Exceptional Expertise

Hiring and retaining skilled talent

At E3 Recruitment, we see every day how vital it is for manufacturers to attract, engage, and retain experienced people. The sector already faces a widening skills gap, so losing talent unnecessarily, particularly mid-career professionals with decades of experience, has a real operational impact.

Supporting employees through life stages such as menopause is an important part of a strong retention strategy. When people feel understood and supported, they are more likely to stay, perform, and advocate for your business.

By embedding awareness, flexibility, and inclusion into everyday culture, companies not only improve employee wellbeing but also:

- Strengthen retention of experienced employees across all departments.
- Build a more diverse pipeline of future talent.
- Position themselves as an employer of choice in a competitive market.

E3R partners with manufacturing and engineering businesses across the UK to help shape workplaces where people can thrive, because a supportive culture does not just attract talent; it keeps it.

Helpful resources

- **CIPD Menopause at Work Hub:** cipd.co.uk/menopause
- **ACAS Menopause Guidance:** acas.org.uk/menopause-at-work
- **Henpicked: Menopause in the Workplace:** menopauseintheworkplace.co.uk
- **Make UK Resources:** Guidance on inclusive workplaces
- **HSE:** Workplace temperature and PPE adaptation standards

CIPD

acas working
for everyone

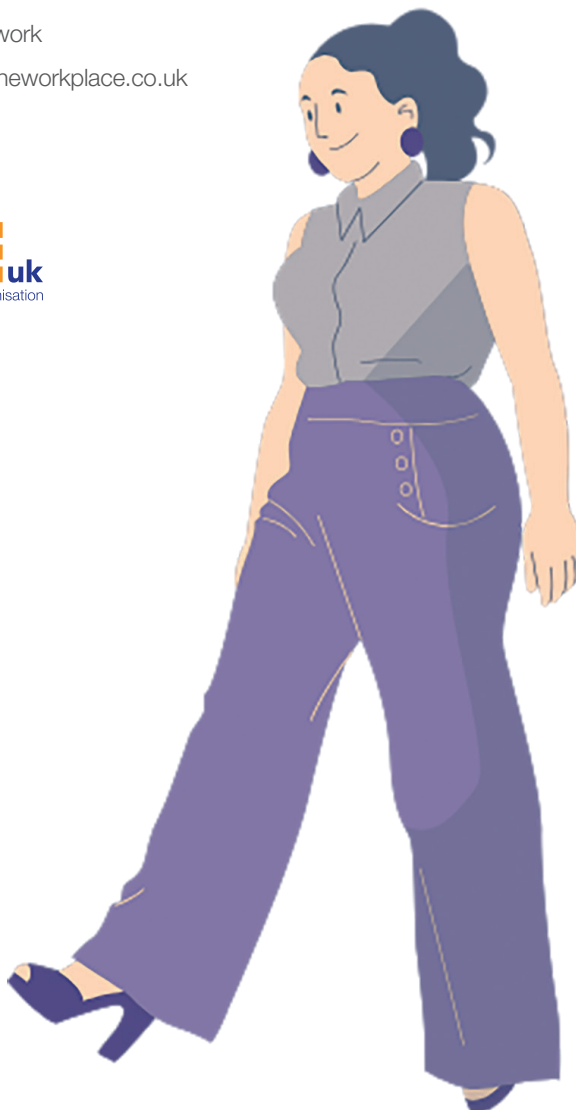
MAKEuk
The Manufacturers' Organisation


HENPICKED


HSE
Health & Safety
Executive

Key takeaways for HR managers ✓

- ✓ Make menopause part of your inclusion and wellbeing agenda.
- ✓ Equip managers with awareness and confidence to have supportive conversations.
- ✓ Review your policies, work environments, and PPE through an inclusive lens.
- ✓ Communicate support clearly and often.
- ✓ Encourage feedback to shape future improvements.



E3 Recruitment

- 📞 01484 645 269
- ✉ marketing@e3recruitment.com
- 🌐 www.e3recruitment.com

Employing Exceptional Expertise