

Employment Information – Health and Wellbeing

Menopause Action Plan @ April 2026

The Council's Menopause Action Plan sets out how we, as an employer, will support employees experiencing symptoms of the menopause. Our action plan aims to raise awareness, provide support, and foster an inclusive workplace for all.

Our Commitment	In detail	Links
Policy and Guidance	<p>Ensure we have clear workplace policies and guidance, aligned with the Equality Act 2025, which</p> <ul style="list-style-type: none"> • recognise menopause as a workplace issue and • provide flexibility/ opportunities to support those employees affected by menopause. <p>Provide specific, practical and accessible Menopause guidance for managers and employees.</p>	<p>Employment Information</p> <p>Health-and-Wellbeing-Framework</p> <p>Leave Guidance</p> <p>Flexible working Guidance</p> <p>Menopause_guidance</p> <p>Gender-related-wellbeing</p>
Training and awareness	<p>Ensuring all employees understand the impact of menopause on health, wellbeing, & performance by</p> <ul style="list-style-type: none"> • sharing regular internal comms to increase understanding of menopause in the workplace • highlighting Menopause Guidance at induction/corporate events and • providing awareness training for managers by video/presentation 	<p>Wellbeing Conversation</p> <p>Menopause_Guidance</p> <p>Menopause Awareness Video</p>
Support measures	<p>Ensuring the Council offers up to date, relevant Guidance, flexibility and support, through a package of internal and external routes including</p> <ul style="list-style-type: none"> • specific Menopause Guidance 	<p>Menopause Guidance</p>

	<ul style="list-style-type: none"> • related Wellbeing Guidance • access to our Employee Assistance Programme YourCare • ad hoc informal Wellbeing Cafes in various locations, with a focus on Menopause • Reasonable adjustments • flexible working arrangements, • adjustments to workplace environments. • Wellbeing Passports to ensure clarity on adjustments/flexibility • signposting to external sources of support including Menopause Cafes and NHS services and specific guidance for Teachers (created by EIS) 	Employee Wellbeing YourCare-Employee-Assistance-Programme Wellbeing Cafes Reasonable Adjustments Flexible Working and Working Hours Health and Wellbeing Passports Menopause Cafe Tayside Specialist Menopause Clinic Menopause and Menstrual Health at Work
Communication and culture	<p>Ensure all employees are equipped to have open conversations by</p> <ul style="list-style-type: none"> • providing guidance tools and opportunities to talk. • Reducing stigma, and embedding menopause awareness into wider equality, diversity, and inclusion strategies. • Encouraging informal Wellbeing Cafes focusing on menopause. • Gather employee feedback to improve Menopause Guidance an Action Plan year on year. 	personal-wellbeing-check-in-tool Team Wellbeing Check-in tool Wellbeing Conversations Health & Wellbeing Passport Wellbeing Cafes
Accessibility	<p>Ensure information is easily accessible to all Employees</p>	Menopause Guidance

	<ul style="list-style-type: none">• On Web Page• In Health & Wellbeing bulletins• In Managers Briefings/Eric	Bulletins Menopause PodCast
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