



Menopause Action Plan

PICK
EVERARD

Deliver better together.

Statement

This action plan sets out how Pick Everard is and will continue to support our people experiencing perimenopause and menopause. We aim to create an inclusive and respectful environment to allow all of our people to be their best at work.

We are not starting from scratch – we are building on our wellbeing, inclusion, health and safety and flexible working practices already embedded within Pick Everard.

Pick Everard recognises that menopause can affect physical health, mental wellbeing, confidence and performance at work. This plan aims to remove the stigma associated with menopause, improve awareness and provide practical workplace support to our people.

The plan also aims to encourage early support and intervention for individuals impacted and help to increase understanding of menopause and its potential impact at work.

We want to ensure menopause awareness is embedded as part of our wider EDI strategies.



Pooja Mistry
Director of Talent & People Experience



Objectives

- Promote awareness and understanding of Peri-menopause and Menopause
- Foster a workplace where people feel comfortable seeking support
- Provide practical support and reasonable adjustments where required
- Ensure our managers are equipped to respond appropriately and sensitively
- Protect employee health & wellbeing

Embedded Practices

Pick Everard recognises that several existing wellbeing and flexible working practices already provide support for our people experiencing menopause. Some of our embedded practices include:

Action	Embedded / New	Supporting Narrative
Menopause policy/toolkit that is published and understood	Embedded	Working closely with our diversity champions we launched our menopause policy. The policy helps to increase understanding and promote consistency in the support offered to those experiencing menopause.
'Continued access to an Employee Assistance Programme which includes counselling	Embedded	This provides people with confidential support and guidance. Our people are also able to access appropriate support services for any individual needs.
Our published agile working policy supports many flexible working options	Embedded	By promoting flexibility in working patters and environments, we aim to support employee wellbeing and improve work life balance, so our people feel comfortable, productive and engaged at work.
We have signed up to the menopause pledge	Embedded	This helps us to demonstrate out commitment to creating an open and inclusive workplace for those experiencing menopause. It also reinforces our dedication to raising awareness and reducing stigma.
We offer Occupational Health support for our people where reasonable adjustments are required	Embedded	This provides employees and managers with professional advice on workplace adjustments and wellbeing support helping our people remain supported at work.
Our EDI, Dignity at work and Bullying and Harassment policies are regularly communicated	Embedded	Regularly communicating our policies helps to reinforce a respectful and inclusive culture. This helps to ensure our people experiencing menopause feel protected and valued and can raise concerns without fear of discrimination.
Our Women in Leadership forum and Diversity Champion group have been embedded to ensure the needs of our female workforce are supported	Embedded	We work closely with these groups to ensure our menopause support is informed, inclusive and reflective of the experiences of our people. This partnership helps to raise awareness and encourage open conversations.
A gender decoder is used to review all of our job adverts	Embedded	To ensure our job adverts are inclusive, we use a gender decoder to increase attraction rates of females in a male focussed industry.

New Practices

Below are some new practices that we will embed into our menopause action plan:

Action	Embedded / New	Supporting Narrative
Deliver annual women's health webinar for all staff with a focus on menopause	New	This will support to educate our people on the workplace impacts to those experiencing menopause. We want to support an inclusive workplace culture and ensure our people know how they can support each other. We will seek feedback in our surveys to ensure people feel supported by their colleagues.
Deliver 6 monthly refresher training for line managers on how to have sensitive conversations with individuals experiencing menopause	New	This will ensure our managers feel confident and equipped to support our people experiencing menopause. This will strengthen manager awareness, promote consistency in support and foster a culture where our people are comfortable to talk about their needs.
Launch a menopause hub	New	This hub will ensure those affected by menopause have easy access to information. By providing a reliable space to access information, it will also improve awareness, promote open conversations about menopause and provide opportunity for signposting.
Introduce a workplace adjustment passport that allows individuals experiencing menopause to have any agreed measures in place through their employee lifecycle	New	This will provide a confidential, practical way for workplace adjustments to be recorded, reducing the need to be repeatedly explained throughout an employee's lifecycle.
Create dedicated wellbeing spaces in all of our offices and ensure all our offices can provide flexible options for temperature control	New	We recognise that menopause can affect body temperature, skin sensitivity and comfort levels, therefore ensuring our PPE and our working environments are fit for purpose will ensure suitability and safety for our people.
Review our mentoring scheme to ensure menopause mentors are available to support	New	We want to ensure our people have access to people who have been through similar 'lived experiences'. This will provide them with a safe space to talk about their experiences and needs.

Key Targets and KPI's

- Attendance by individuals to training sessions
- Employee Satisfaction through surveys
- Reduction in menopause related short term absence
- Retention tracking

Key contact



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