



# Menopause and Menstruation Policy

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Jenner (Contractors) Ltd are committed to providing an inclusive and supportive working environment for employees. This menopause and menstruation policy is intended to help employees feel able to ask for the adjustments they need to help them manage their symptoms at work.

Experiences of menstruation and the menopause range from feeling no or mild discomfort to having debilitating symptoms and finding it difficult to do everyday activities like going to work. We believe employees shouldn't have to mask their symptoms when they're working and try to cope on their own.

You also shouldn't have to feel embarrassed talking about the menopause or your periods.

We expect all managers and staff to be respectful towards colleagues who experience symptoms related to menstruation or the menopause and to recognise that they may require unique support or adjustments.

## Reasonable Adjustments

If your symptoms are affecting your work, we would encourage you to ask your line manager for support or reasonable adjustments. However, if you feel uncomfortable speaking to your line manager, you can contact HR in the first instance.

You don't need a medical certificate or to qualify as disabled for your manager to arrange reasonable adjustments. The aim of the adjustments will be to remove or reduce the disadvantage created by your symptoms so you can succeed at work.

If you're experiencing difficulties at work or debilitating symptoms, possible adjustments might include flexible working hours or the option to work from home when required.

Once you and your manager have agreed on what adjustments are reasonable, these will be reviewed regularly. If you don't feel you're getting the right support, you can speak to the HR manager at any time.

## Sick Leave

If, despite the reasonable adjustments we've made, you feel unfit to work due to menopause symptoms, severe period pain, pre-menstrual syndrome or premenstrual dysphoric disorder, you are entitled to call in sick in line with our sickness absence policy. You will not be treated less favourably than any other employee who takes sickness absence.

Signed

Martin Sandall  
Managing Director  
January 2024

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