The Lloyd Williamson Nurseries

Menopause Policy For Nursery Staff

2026-2027

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Purpose of the Policy

Menopause and perimenopause can have a significant impact on wellbeing, comfort, and day-to-day working life. As a nursery, we are committed to supporting colleagues through this stage with dignity, understanding, and practical adjustments. Because our work is fully site-based and cannot be carried out from home, this policy focuses on support that can be offered within the nursery environment.

Our Commitment

We aim to foster a workplace culture where menopause is understood, normalised, and spoken about without embarrassment. Staff experiencing symptoms will be listened to, supported, and treated with respect. No one will be disadvantaged or judged for needing adjustments.

Who the Policy Applies To

This policy applies to all staff, including part-time colleagues. It also guides managers in offering consistent, compassionate support.

Understanding Menopause in the Workplace

Menopause and perimenopause can bring a wide range of symptoms, such as hot flushes, fatigue, sleep difficulties, anxiety, low mood, headaches, joint pain, and problems with concentration. These symptoms vary from person to person and may fluctuate day to day.

In a busy, physical nursery environment, these experiences can feel more challenging. This policy ensures staff feel safe to speak up and receive appropriate support.

Support Available in the Nursery

1. Open and Supportive Conversations

Staff may speak confidentially with the SLT at any time. Conversations will be handled sensitively, without judgement, and with respect for privacy. Staff may request follow-up discussions whenever symptoms change.

2. Adjustments to Duties

Where possible, temporary adjustments may be made, including:

- Reducing physically demanding tasks on difficult days
- Allowing short breaks when symptoms flare
- Adjusting expectations around outdoor duties during extreme weather
- Providing additional support from colleagues during high-intensity periods

3. Temperature and Comfort

We will make reasonable efforts to support staff experiencing temperature-related symptoms, including:

- Access to cooler areas of the building
- Permission to step out briefly to regulate body temperature

4. Access to Facilities

Staff may use the staff room or quiet area for short restorative breaks. Longer breaks can be divided into shorter, more frequent breaks if this is helpful. Water will be readily available throughout the day, and staff may keep water bottles with them.

5. Support for Emotional Wellbeing

Menopause can affect mood, confidence, and mental health. Staff will be supported with:

- A safe space to talk
- Signposting to GP services, specialist menopause clinics, or counselling
- Encouragement to attend medical appointments related to menopause
- Access to the Employee Assistance Programme for counselling

6. Training and Awareness

Senior staff will receive guidance on:

- Understanding menopause symptoms
- Responding sensitively and professionally
- Offering practical adjustments
- Maintaining confidentiality

Confidentiality

All discussions about menopause will be treated as confidential. Information will only be shared with staff who need to know to support adjustments, and only with the staff member's consent.

Reviewing Adjustments

Menopause symptoms can change over time. Any adjustments agreed will be reviewed regularly to ensure they remain helpful. Staff are encouraged to request a review whenever needed.

Equality and Non-Discrimination

No staff member will be treated less favourably because of menopause or perimenopause. The nursery recognises menopause as a workplace wellbeing matter and is committed to ensuring that all staff feel valued, respected, and supported.

Lucy Meyer and Ramona Cristea
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