Menopause, mental health, *and me*

Mental Health UK

Workplace adjustments

Menopause and perimenopause can have a significant impact on life at work. With 25% of perimenopausal people admitting to making mistakes at work*, it's important to ensure you are getting the right assistance during this stage. There are various steps that both the individual and employer can take to support people going through this transition. When making workplace adjustments, it's always important to be led by the individual.

What is menopause and perimenopause?

Menopause is when your periods stop due to lower hormone levels. It affects anyone who has periods, most commonly affecting women between the ages of 45–55.

Perimenopause is the time leading up to menopause, which is when people may start to experience symptoms.

Menopause symptoms are so much more than just hot flushes, menopause is known to impact mental health too. People can experience symptoms such as increased anxiety, mood swings, insomnia and memory loss. By making reasonable adjustments for people going through menopause, you will create an environment where your staff can thrive.

Trans, nonbinary and intersex people can experience menopause symptoms too. It's important to acknowledge this when talking to staff about menopause.

*Health & Her Survey 2019

How to support staff and colleagues going through menopause

Not everyone will want to share that they are experiencing menopausal symptoms, but you can support them in both direct and indirect ways that will improve the work environment for the individual and the employer.

Being Flexible

- **Changing shift patterns** can better accommodate those with difficulty sleeping.
- **Allowing earlier starts and finishes** so people can avoid crowded public transport can reduce anxiety for some.
- **Providing the option to take more regular breaks** throughout the day rather than one extended lunch break.
- **Allowing time off** if adjustments to medication are needed, and logging menopause related absences separately.
- **Adjusting uniforms or uniform policies** to allow people to wear clothes which keep them cool can make them more comfortable.

Practical Support

- **Be empathetic,** but not patronising.
- **Starting a Menopause Support Group** at work, giving space for people to freely talk and connect about all things menopause.
- **Giving written instructions rather than verbal** can help people experiencing brain fog. It can also help to encourage note taking to reduce anxiety levels.
- **Having more regular catch-ups** and 1-2-1s to offer more support with workloads.
- **Ensuring staff are able to sit down** if needed and have access to cold drinking water and toilet breaks.
- **Keep hygiene products in all bathrooms** so people can access them if they need to.

Navigating your own menopause at work

We know that menopause can have a profound effect on us at work, and a huge impact on mental health. In addition to support from your employer, there are various steps you can take yourself to make things easier for you.

- **Keeping track of your menopause symptoms** and how they affect you at work can make it easier to think of practical solutions.
- **Ask if your workplace offers a support group for people going through menopause.** Alternatively, HenPicked offer a community of thousands of people where you can connect with others **henpicked.net**
- **Try to schedule your day** so you have breaks between tasks or meetings.
- **Set reminders for tasks** you need to do, or to remind you to take a break.
- **If you're able to, take notes** when in meetings or being assigned tasks, and don't be afraid to ask questions.
- **Send an email following meetings** to clarify what was discussed and any actions needed.
- **If you're finding it tricky to concentrate,** try moving to a quieter workspace if you can.
- **Talk to your manager, if you feel comfortable,** about how they can best support you during menopause. Before the meeting think about what you are finding difficult at work and the support you might need. Making notes will help to prompt you if you experience brain fog or anxiety during the meeting.

There's no universal approach to managing menopause and mental health at work, but discovering what works best for you can help you feel more at ease and lessen the anxiety of work-related concerns.

Find out more

mentalhealth-uk.org/menopause

© Mental Health UK, 28 Albert Embankment, London SE1 7GR. Registered Charity Number: 1170815. Oct 2026.