

A close-up photograph of a dartboard with several darts. The darts have silver barrels and red flights. The dartboard is mounted on a wooden wall. The background is a warm, orange-red gradient.

*Miss*  
Menopause

Targeting The Menopause  
[www.missmenopause.co.uk](http://www.missmenopause.co.uk)

**FOR HR PROFESSIONALS**  
**Strategic checklist**



## Is your business menopause aware?

Identify the business case and strategic considerations round menopause.

Strategic Guidelines	Notes
<b>Strategic Considerations</b>	
What will good look like?	
What will be the benefit of a menopause strategy to the business?	
How does this tie in with wellbeing, diversity and health and safety?	
What is the cost to implement this strategy?	
What will we save by implementing this strategy?	
What will the maintenance plan be to ensure the strategy doesn't end in a matter of months or years?	
Who needs to agree and sign up to this?	
Who is our executive sponsor?	
When does this need to start?	
How long will it take to implement?	
How often will this be reviewed and by who?	
Who needs to know the results?	
Where do we start small groups or company wide?	

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Who should be involved?	
Is this compulsory or voluntary?	
<b>What is the purpose?</b>	
- Compliance with legislation	
- Increase health and wellbeing	
- Employer of choice	
- Attracting and retaining talent	
Who will own the strategy?	
<b>Who will be accountable?</b>	
<i>Pick only a person or team. Make sure you have clear ownership whoever you choose.</i>	
- Director	
- Health and Safety	
- Trade Union	

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Strategic Guidelines	Notes
- Employee Task Force	
- Line Manager	
- Wellbeing Team	
<b>Who will be responsible for delivering the strategy and the review of its success?</b>	
- Director	
- Health and Safety	
- HR	
- Trade Union	
- Employee Task Force	
- Line Manager	
- Wellbeing Team	
- Internal Comms	
<i>These will be the people who will bring the plan to life and deliver to your people. Could be multiple?</i>	

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<b>What is the focus of your strategy?</b>	
<ul style="list-style-type: none"> <li>- Health and Safety</li> </ul>	
<ul style="list-style-type: none"> <li>- Diversity and Inclusion</li> </ul>	
<ul style="list-style-type: none"> <li>- Compliance or other</li> </ul>	
<b>Who will own the communication and roll out of the plan?</b>	
<ul style="list-style-type: none"> <li>- Director</li> </ul>	
<ul style="list-style-type: none"> <li>- Health and Safety</li> </ul>	
<ul style="list-style-type: none"> <li>- HR</li> </ul>	
<ul style="list-style-type: none"> <li>- Trade Union</li> </ul>	
<ul style="list-style-type: none"> <li>- Employee Task Force</li> </ul>	
<ul style="list-style-type: none"> <li>- Line Manager</li> </ul>	
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<b>What needs to be communicated and how?</b>	
- Company updates	
- Team updates	
- Employee groups	
- Emails	
- Paper copies	
- Menopause stories	
- Videos	
- Intranet	
- Apps	
- Other	
How often does this need to be shared?	
Who will produce any communication material?	

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<p><b>How will the plan be measured?</b></p>	
<ul style="list-style-type: none"> <li>- Rates of menopausal disclosure and appropriate tracking?</li> </ul>	
<ul style="list-style-type: none"> <li>- Searching out key words in one to one and appraisals?</li> </ul>	
<ul style="list-style-type: none"> <li>- Employee engagement surveys</li> </ul>	
<ul style="list-style-type: none"> <li>- Uptake of training programmes</li> </ul>	
<ul style="list-style-type: none"> <li>- Views and downloads of internal materials</li> </ul>	
<ul style="list-style-type: none"> <li>- Quiz on what people know about the menopause</li> </ul>	
<ul style="list-style-type: none"> <li>- Retention, absence and promotion of women 45 and above</li> </ul>	
<ul style="list-style-type: none"> <li>- Review cases of sex and age discrimination throughout company</li> </ul>	
<p><b>How many times will you measure success in a year?</b></p>	
<p>Who will own the maintenance of the plan once the initial strategy has been delivered to sure all work doesn't end and becomes business as usual?</p>	

# Training Clients Include...



wave



Miss Menopause



As seen on



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## Get in touch

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I'd love to hear from you,

*Sharon*

