



WICL MENOPAUSE PLEDGE

We invite Chambers, Firms and other workplaces to commit to the WICL Menopause Pledge:

We recognise:

1. Menopause is an important topic to be considered in every workplace.
2. Historically it is a topic which has not routinely been openly discussed or addressed.
3. There is a need for change.
4. Everybody in the workplace should be aware of menopause and recognise that support and/or reasonable adjustments may be required on both an individual and wider level.
5. Individuals may need support with issues arising from, or linked to, the menopause.
6. Menopause should have the same focus, consideration and protection as any other group which may require reasonable adjustments.

We commit to:

1. Creating a safe environment and culture within which menopause can be talked about openly, positively and respectfully, without stigma, shame or embarrassment.
2. Maintaining appropriate boundaries and recognising that menopause is a private health matter.
3. Appointing a person responsible for this [a Menopause "Advocate"].
4. Work towards agreeing a standardised policy/practical guidance to be implemented within our workplace.
5. Keeping these policy documents under regular review (at least every 3 years).
6. Actively supporting employees and members affected by the menopause.
7. Providing regular Education/Training (at least every 3 years) and raising awareness to all within our workplace with regards to recognising the symptoms of menopause.
8. Sharing appropriate resources/guidance.
9. Ensuring a satisfactory environment for employees and members affected by the menopause, including but not limited to a reasonable temperature, good lighting and access to hydration.