

## **HSU Menopause Commitment Plan**

### **1. Introduction and Commitment**

Health Sciences University (HSU) is committed to ensuring the health, safety and wellbeing of employees and ensuring everyone is treated with dignity and respect.

The University is committed to supporting staff who are affected by menopausal symptoms and managers to ensure that all staff are treated fairly.

Plans for achieving the right approach to managing menopausal symptoms at work are embedded within a range of initiatives and are supported by HSU policy and procedures.

This action plan aligns with ACAS guidance on menopause at work and with HSU's duty of care under the Equality Act 2010, the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999.

HSU recognises that whilst menopause is not a protected characteristic under the equality Act 2010, detrimental treatment related to the menopause could represent direct or indirect sex discrimination on protected characteristics such as age, sex, disability or gender reassignment.

As a small and specialist institution, our approach aligns with our values, culture, and capacity. Commitment includes zero tolerance of menopause-related harassment, supportive workplace adjustments and awareness training for managers.

This Menopause Action Plan sets out our actions to promote support across our institution and is approved by the Vice-Chancellor and will be reviewed annually.

#### **Signed:**

Professor Lesley Haig

Vice Chancellor

1st April 2026

### **2. Alignment of our Culture**

The Menopause Action plan forms an integral part of HSU's commitment to fostering a responsible and inclusive culture. By raising awareness of the menopause within our culture, we aim to:

- Promote fairness, transparency, and inclusivity across all stages of staff recruitment, and career progression
- Ensure that diversity and equality considerations are central
- Align data collection, monitoring, and reporting processes to efficiently track progress on gender equality and responsible metrics
- Foster a university environment where all staff, regardless of gender, can thrive and contribute fully

### **3. Governance and Resourcing**

Responsibility for the Menopause Action Plan sits with:

- **Menopause Action Plan Lead:** Rebecca Old, Head of People & Development
- **Reporting to:** People & Place Committee

No new roles have been created; instead, existing responsibilities have been aligned to support this plan within current resources.

#### **4. Evidence and Data**

We collect and review data annually. This data is reviewed by the Menopause Action Plan lead and reported internally to the relevant committees.

#### **5. Training and Awareness**

HSU is committed to having a diverse and inclusive culture which offers equality and opportunity for all by eliminating unlawful discrimination, bullying and harassment, advancing equality of opportunity and promoting respectful relations on campus.

Training is provided in varied forms and covers the management of menopause within the workplace as well as guidance on symptoms and reasonable adjustment considerations. Training includes unconscious bias, inclusive recruitment, equality, diversity and inclusion principals and staff with line management responsibilities are offered regular training with a People Advisor. We also encourage staff to participate in relevant CPD through professional networks and external partners.

#### **6. Our actions**

- To support a healthy work life balance and organisational culture and to ensure we are supporting all staff, we use a flexible approach focusing on the needs of the individual and the role. This is demonstrated through our Flexible Working Request Policy and Procedure, our Working Flexible framework and our Equality, Diversity, Inclusion & Belonging Policy and Procedure. We monitor the uptake of formal flexible working arrangements to ensure fairness and to inform ongoing improvements.
- Our Menopause Guidelines have been reviewed and updated to form our Menopause Policy, and we have reviewed and refreshed our Mental Health Policy. Both policies coincide with this Menopause Commitment Plan.
- Our Managing Sickness Absence Policy and Procedure and Capability Policy and Procedure allow us to manage with an individual approach which supports individuals and considers reasonable adjustments to reduce absenteeism due to symptoms related to menopause.
- The integration of gender balance into leadership decision making is evident in HSU's approach to flexible working, recruitment and selection and equality as well as staff data.
- Our Code of Conduct for HSU Staff confirms our commitment to providing a safe and respectful environment.
- To support fairness in career development and progression, we are reviewing our Academic Framework and promotion procedures to ensure that they are transparent, inclusive, and aligned with principles of equality and diversity. This aligns with our Gender Equality Plan.
- To support staff, menopause specific training will be provided for our Mental Health First

Aiders and menopause specific resources will be accessible to all HSU staff on our shared information portal.

- To support line managers, menopause specific guidance such as reasonable adjustment considerations will be accessible on our shared information portal and through the People team.

## **6. Contact and Feedback**

For questions or to provide feedback on this Menopause Action Plan, please contact:

Rebecca Old

Head of People & Development

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