Menopause Risk Assessment

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| **Risk consideration** | **Hazard/Control considerations** | |
| Hot flushes  Urinary problems  Heavy periods/flooding  Skin irritation  Dry eyes  Headaches  Fatigue  Muscular aches and bones and joint pain  Psychological issues , e.g mood changes, anxiety, poor concentration | **Work location -**  including if the role involves travel or remote working | Is there easy access to sanitary and rest facilities? |
| Is information about the support available to those experiencing menopause readily accessible? |
| Is working from home an option? |
| **Facilities** | Are private washing and changing facilities available? |
| Is there access to sanitary products? |
| Are facilities accessible to staff who work shifts/rotas? |
| Is there easy access to cold drinking water? |
| **Temperature** | Can temperature be regulated individually? |
| Is ventilation available, e.g. can windows/doors be opened? |
| Can additional ventilation be accessed e.g are fans available without special request? |
| Are uniforms and PPE suitable for menopausal symptoms e.g. hot flushes |
| Is loose clothing provided? |
| Are clothes provided made of natural fibres? |
| Is additional uniform readily available? |
| **Environment /Duties** | Is there access to natural light? |
| Is the workspace conducive to concentration, e.g. free from unnecessary noise and distractions? |
| Is there sufficient workspace to allow movement and good posture |
| Is there a risk of fatigue from standing/manual tasks? |
| Can comfort breaks be taken when required? |
| Is a humidifier available? |
| Has workstation set up been reviewed? |