



OBT

### OBT Course Outline

## MENOPAUSE AWARENESS IN THE WORKPLACE (FOR LINE MANAGERS)

<b>Main Aims and Key Benefits:</b>	This interactive session with focus on raising awareness of menopause at work and provide an understanding of how Line Managers can take a confident, proactive and positive approach to supporting their team so that everyone can continue to perform at their best.
<b>Course Content:</b>	<ul style="list-style-type: none"> <li>▪ Understanding menopause and the symptoms</li> <li>▪ The impact of menopause in the workplace – who it affects</li> <li>▪ Is there a stigma and, if so, why?</li> <li>▪ Why colleagues may not reveal their symptoms</li> <li>▪ Reasons to be menopause aware</li> <li>▪ Why menopause is a workplace issue – recruitment, retention, EDI</li> <li>▪ The legal context – Equality Act 2010, Protected Characteristic, Health &amp; Safety</li> <li>▪ How to create an open, inclusive and supportive culture</li> <li>▪ The role and responsibilities of the Line Manager</li> <li>▪ How to approach a sensitive conversation</li> <li>▪ Workplace adjustments</li> <li>▪ Signposting for support and resources</li> </ul>
<b>Training Methods:</b>	<ul style="list-style-type: none"> <li>▪ Group discussions</li> <li>▪ Case studies</li> </ul>
<b>Who will benefit:</b>	Line Managers and Supervisors
<b>Duration:</b>	½ day
<b>Certification:</b>	OBT and Progressive Training
<b>Training Provider:</b>	Progressive Training