



Menopause

Action Plan



Menopause *Action Plan*

At Arena Racing Company, we recognise the importance of supporting the health of all our employees. We know that menopause can have a profound impact on an individual.

Arc Values

Diversity & Inclusion



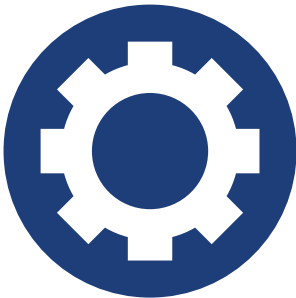
Care



Sustainability



Training & Development



Pride



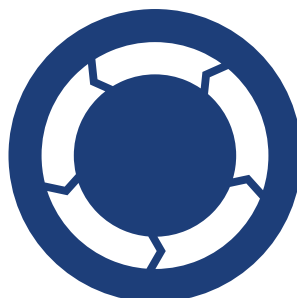
Authentic



Passionate



Agile



Resilient



Purpose

This action plan sets out our commitment to creating an inclusive, respectful and supportive workplace for employees experiencing perimenopause, menopause and post-menopause.

We recognise that menopausal symptoms can affect people differently and may impact health, wellbeing and work.

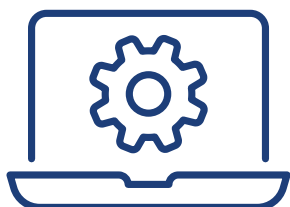
Our Menopause Action Plan applies to all employees and covers a range of different support options and adjustments through all stages of menopause and beyond.

Objectives

- Build a workplace culture where menopause can be discussed respectfully and without prejudice.
- Provide guidance and/or training for managers to better support employee's and their needs.
- Building a level of knowledge for all employees surrounding the topic of menopause and its effects.
- Signpost to internal and external support available, adjustments and occupational health advice.
- Ensuring workplace practices, adjustments and policies are readily available.
- Monitor progress and review actions regularly using feedback and workforce data.

Key Actions

What we will do



Training

Provide managers with menopause awareness training regarding supportive conversations, workplace adjustments, legal considerations and signposting.

Deliver employee awareness sessions and share resources to reduce stigma and improve understanding of menopause across the workforce.



Workplace Adjustments

Introduce a simple process for requesting, agreeing and reviewing menopause related workplace adjustments.

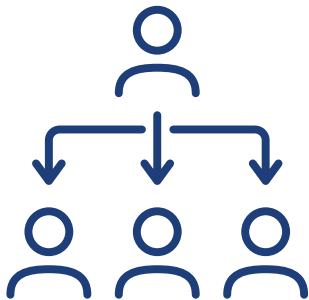
Review workplace factors that may affect menopause symptoms, including temperature, ventilation, uniforms, breaks, toilet access and work patterns.



Policy & Guidance

Ensuring employees know how to access flexible working and leave policies and where to find more information.

Review and update menopause guidance, including support roles, workplace adjustments and confidentiality.



Support Routes

Ensure employees know how to access HR, Occupational Health, Employee Assistance, wellbeing resources and trusted internal contacts.



Data & Feedback

Act on confidential feedback and workforce data to identify barriers, improve and track progress.

What is *Menopause*?

Menopause is a biological process experienced by assigned females at birth, transgender men and non-binary people.

This natural process is where the ovaries stop producing reproductive hormones causing periods to change and eventually stop.

It usually affects individuals between the ages of 45 and 55, but it can happen earlier on in life or can be induced by some medical treatments.

The menopausal transition looks different for everyone, but there are three main stages:

1 Perimenopause: The first stage of menopause can begin up to 8/10 years prior to when the ovaries start to produce less oestrogen. The length of this stage varies, however many people begin to experience symptoms such as irregular periods, mood changes and hot flushes once they become perimenopausal.

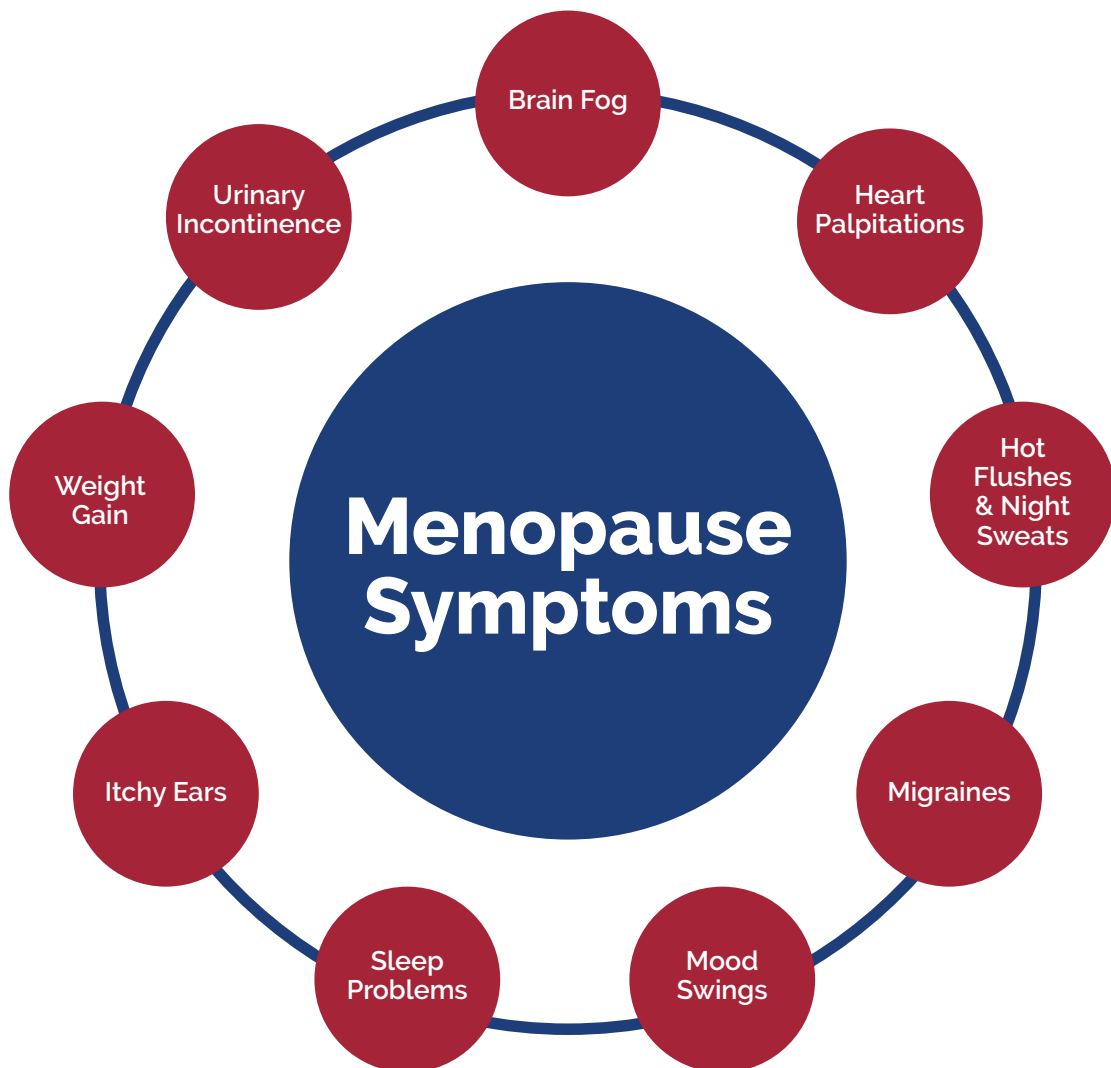
2 Menopause: This stage is a defined moment as menopause is officially diagnosed once the person has gone without a menstrual period for 12 months. The body no longer produces much oestrogen, and the ovaries no longer release eggs. However, perimenopause symptoms may still be present at this stage.

3 Post-menopause: The final stage refers to the remainder of a person's life once they have had their last period. Often, symptoms can ease up in this stage, however some may still experience side effects mildly. The postmenopausal phase increases the risk of osteoporosis (weakening of the bones) and heart disease due to lower levels of oestrogen.

What are the *Symptoms*?

Menopause symptoms can affect physical health, mental wellbeing, attendance, confidence, performance and career progression. However, symptoms vary from person to person and not everyone has the same experience.

Below are some example symptoms, but as everyone's experiences vary, these are not exhaustive:



For further details on symptoms for Perimenopause and Menopause, visit the NHS website:

[nhs.uk/conditions/menopause-and-perimenopause/symptoms/](https://www.nhs.uk/conditions/menopause-and-perimenopause/symptoms/)

Roles & Responsibilities

All ARC employees have the responsibility to ensure that there is a safe and comfortable environment for menopause conversations to be open and stigma free, if and when the time rises.

Therefore, the below table outlines the different responsibilities in roles across the business to help champion these safe conversations and promote awareness:

<i>Role</i>	<i>Responsibilities</i>
Senior Leaders	Champion the plan, allocate resources, model inclusive behaviour and review progress.
H.R.	Maintain guidance, advise managers, coordinate training, monitor data and ensure consistency.
Line Managers	Listen sensitively, keep conversations confidential, agree practical adjustments and review support regularly.
Employees	Raise concerns if they feel able to, participate in discussions about support needs and provide feedback on what is working.
Health & Safety	Support risk assessments and advise on environmental or workplace factors that may worsen symptoms.
Occupational Health/Wellbeing Support	Provide specialist advice where appropriate and signpost to relevant health and wellbeing resources.