



WORKING TOGETHER TO SUPPORT PEOPLE GOING THROUGH THE MENOPAUSE **Launching our Menopause Proposition on World Menopause Day 2021.**

We know that we have around 21,000 women who are over 40 and of those c.11,000 are over 50. And menopause is not just a gender or age issue. It impacts people who are trans or non-binary too and affects people at different ages. It can affect people directly or indirectly and it's a subject we should be discussing as an organisation.

The transition - which can last for many years - can affect emotional wellbeing, have physical impacts and put additional pressures on relationships.

We want you to know that Lloyds Banking Group is working with our recognised trade unions, Accord and Unite, to ensure that all of our people feel supported and are able to ask for appropriate adjustments to ease menopause symptoms without embarrassment. Together we want to create an inclusive culture where conversations about the menopause can happen every day without stigma.

Our research shows that some people don't feel able to discuss menopausal symptoms with their line managers.

Increasing awareness of what the menopause is and the impact it can have is fundamental to educating each and every one of us. We will work hard to ensure all managers are trained to offer the right support at the right time so our people can be their best at work.

The measures we're introducing will help us create the culture that enables our people to discuss their symptoms in an inclusive environment where discussions about menopause are normalised.

We've ensured that from early 2021 our medical offer from BUPA is improved so that specialist support can be accessed.

And we've worked together on our new Menopause Promise which is part of our People Policies. This is our commitment to create a menopause informed environment where you can talk about menopause and get support to explore what practical adjustments might help.

We'll continue to listen to our people and seek additional ways to support you wherever you work within Lloyds Banking Group.

Together, we encourage everyone to visit the Wellbeing Hub, become menopause aware and have good conversations about this topic. However the menopause affects you, or those around you, we'll work to ensure that we're providing you with a comfortable working environment that supports you to be your best at work.

Michelle Blayney
Culture and Colleague
Propositions Director
Lloyds Banking Group

Ged Nichols
General Secretary
Accord

Helen Rogers
Deputy Chair
National Committee
Unite

Useful Resources:

[Menopause Hub \(sharepoint.com\)](https://lloydsbanking.sharepoint.com/sites/HealthandWellBeing)

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