

GMB

U N I O N

Workplace Activist Checklist - Campaign Actions

As part of your workplace policy do you have:

- A risk assessment-based approach?
- An open approach to reasonable adjustments? Is there an understanding that adjustments may need to be in place for a long period?
- Is the policy fully inclusive? Does it acknowledge young women, trans men, those from Black, Asian and minority ethnic backgrounds, LGBTI+ people all experience the menopause?
- Does it aim to ensure that no staff will be put through formal capability or sickness management processes because of their experience of the menopause?
- Has the employer agreed that people experiencing the menopause can speak to a different manager if they are not comfortable speaking to their own line manager?
- Is the employer taking actions to break down stigma?
- Are they putting in place training for managers?
- Is there a review period where GMB can feedback on any improvements needed?
- Do members and non-members feel confident about the policy and know that this was a GMB campaign?