



Registered in England and Wales at

13 North Common Road, Ealing,
London, W5 2QB, Phone: 02088323071

Registered no: 2918520

Registered Charity no: 1050175

Andropause Policy

Metanoia Institute

Version Control

Document title: Andropause Policy		No of pages: 6
Version Number: 1.0	Date first published: 30/04/2024	
Approved by: Executive	Last review date: N/A	
Date originally approved: June 2024	Due for next review: April 2026	

Related policies
- Wellbeing and Right to Disconnect Policy - Menopause - Endometriosis Support Policy - Employee Assistance Programme. - Health and Safety at Work Act 1974
External Reference
- Equality Act 2010 <u>Microsoft Word - ANDROPAUSE fact sheet.docx (nhsbt.nhs.uk)</u> - Employee Assistance Programme call 0800 169 1920. Of follow link below: <u>Login page - Page to login into TELUS Health One App - TELUS Health One - (lifeworks.com)</u>

1. Contents

1.	Policy Statement	3
2.	Purpose	3
3.	Scope	3
4.	Roles and Responsibilities.....	3
5.	Communication.....	5
6.	Behaviour of Others.....	6
7.	Monitoring and Review	6

Andropause Policy

1. Policy Statement

Andropause is defined as changes in psychological or physical health in males, attributed to age-related hormonal changes, or lifestyle or psychological problems, negatively impacting on health.

Also referred to as 'male menopause', andropause can cause a chain reaction of physical and psychological side effects. As a company, we have a duty to ensure the health, safety and welfare of all of our employees under the Health and Safety at Work Act 1974. In addition, the Equality Act 2010 outlines that individuals must not be discriminated against due to any form of disability and we recognise that the symptoms of andropause may constitute a disability. We are committed to ensuring appropriate support and assistance is provided to any employee who is going through andropause.

2. Purpose

The purpose of this policy is to assist with creating an open and honest workplace where line managers and employees can discuss any issues associated with andropause, and to ensure the necessary support is known and offered to employees when needed.

3. Scope

This policy applies to everyone in our organisation including employees, workers, contractors, volunteers, apprentices, and interns.

4. Roles and Responsibilities

4.1 Employer Responsibilities

When responding to an employee experiencing difficulties caused by andropause, line managers will maintain an open-door policy so that employees feel comfortable in approaching them. They will support you to talk openly about your current situation and will not make presumptions about how it is affecting you.

During any discussions, your line manager will consider your individual situation and evaluate if any adjustments can be made. Your individual needs will be addressed sensitively, and confidentiality will be maintained.

Line managers will also arrange follow-up sessions in order to evaluate the effectiveness of any adjustments put in place.

We understand that you may feel uncomfortable discussing personal information with your line manager. If this is the case you are encouraged to discuss your situation with another senior member of staff, HR or our Employee Assistance Programme.

In order to assist you in your daily duties, we will explore making adjustments to your role or working environment with the aim of reducing the effect that andropause is having on you. We acknowledge that andropause affects each individual in different ways so no adjustment will be made without fully discussing it with you first.

Examples of adjustments include:

- conducting a risk assessment to identify any particular areas that are a detriment to individuals going through andropause.
- assessing how work is allocated and whether the employee is affected at particular points of the day.
- allowing additional rest breaks
- considering flexible working hours or allowing the employee to work from home.
- making allowances for additional needs for sickness absence.

Once the adjustments are agreed, they will be reviewed on an ongoing basis to ensure they are having the required effect.

The Company is legally obliged by the Equality Act 2010 to make reasonable adjustments to an employee's role or working conditions if they have a disability that places them at a disadvantage when performing their role and we will ensure compliance with our obligations in this regard.

4.2 Employee Responsibilities

It is important that, as an employee, you prioritise your personal health and wellbeing. If you are struggling with any aspect of your role as a result of symptoms associated with andropause, you should report any concerns you may have to your manager, who will treat the matter with complete confidence.

Physical symptoms of andropause can include the following:

- insomnia
- loss of muscle mass and reduced ability to exercise.
- fat redistribution, such as developing a large belly or "man boobs" ([gynaecomastia](#))
- a general lack of enthusiasm or energy
- difficulty sleeping ([insomnia](#)) or increased tiredness.

As a result of the above, or as an extension of the hormone imbalance, individuals going through andropause can also experience psychological difficulties, including:

- depression
- anxiety
- poor concentration and short-term memory
- mood swings
- irritability
- problems with memory.

In order to ensure we can provide you with the best support possible we encourage you to be open and honest in these conversations.

There is an expectation on all employees to conduct themselves in a helpful and open-minded manner towards colleagues.

We maintain a zero-tolerance approach to bullying and harassment and will treat any and all complaints seriously. If you feel that you have been mistreated in any way by a colleague because of matters related to andropause, please make your concerns known to your Line Manager.

5. Communication

We aim to normalise conversations about andropause in the workplace and remove any stigma. This should not be a taboo subject. We encourage employees to have discussions about the difficulties they are facing and be supportive of each other.

It is important that, as an employee, you prioritise your personal health and wellbeing. If you are struggling with any aspect of your role because of symptoms associated with the menopause, you should tell your manager, who will treat the matter with complete confidence. So that we can give you the best support possible we encourage you to be open and honest in these conversations.

Alternatively, your manager may talk to you if they notice a change in your behaviour or performance.

We understand that you may feel uncomfortable discussing personal information with your manager. If this is the case, we encourage you to talk to another senior member of staff, or the Employee Assistance Programme.

During any discussions, your manager will consider your individual situation and evaluate if any adjustments can be made. Your individual needs will be addressed sensitively, and confidentiality will be maintained.

Managers will also arrange follow-up sessions to review the effectiveness of any adjustments put in place.

6. Behaviour of Others

There is an expectation on all employees to conduct themselves in a helpful and open-minded manner towards colleagues.

We maintain a zero-tolerance approach to bullying and harassment and will treat any and all complaints seriously. If you feel that you have been mistreated in any way by a colleague because of matters related to the menopause, please tell your Line Manager.

7. Monitoring and Review

Human Resources are responsible for monitoring the effectiveness of this policy and supporting procedures and will conduct reviews at appropriate intervals. Anyone who feels they have been unfairly treated or discriminated against should contact Human Resources at hr@metanoia.ac.uk