

# Menopause Survey Hertfordshire Constabulary April 2019

Author: Dr Fran Boag-Munroe  
Police Federation of England and Wales

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# Contents

<a href="#">1. Introduction</a> .....	3
<a href="#">2. Participants and procedure</a> .....	3
<a href="#">3. Experience of the menopause at work</a> .....	4
<a href="#">4. Experiences of working during the menopause</a> .....	6
<a href="#">5. Disclosure and absence due to the menopause</a> .....	7

# 1. Introduction

The Menopause Survey was the first of its kind to examine the experiences and awareness of the menopause amongst police officers and police staff at a national level in England and Wales. In particular, it looked at the experiences of individuals who have either gone through or are going through the menopause, as well as the experiences and awareness of managers and supervisors in terms of supporting individuals who are going through the menopause.

This report provides an overview of some of the key findings from the survey for Hertfordshire Constabulary.

## 2. Participants and procedure

Overall 69 responses were received from respondents in Hertfordshire Constabulary. 52% of responses were from police officers and 48% were from police staff.

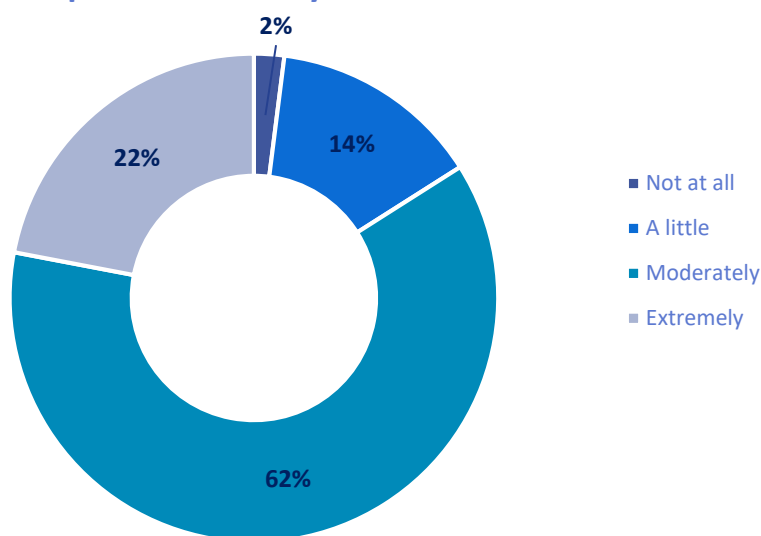
50 respondents completed questions about their experiences of the menopause at work. 24 respondents answered questions relevant to line managers and supervisors (there was an overlap of 11 respondents who completed both sets of questions). A further 6 responses were received from other respondents within Hertfordshire Constabulary (i.e. respondents without personal experience of the menopause or managerial responsibilities).

This report only provides a summary of responses to questions about the experience of the menopause at work. Due to the smaller number of respondents who answered questions relevant to line managers or questions relevant to individuals who do not have personal experience of the menopause, these responses have not been reported below, however they have been included within the national statistics.

### 3. Experience of the menopause at work

84% of respondents in Hertfordshire Constabulary said that symptoms of the menopause were either moderately or extremely problematic. This is higher than the national average, where 76% of respondents reported that symptoms of the menopause were moderately or extremely problematic.

**Chart 1: Overall, how problematic have symptoms of the menopause been for you at work?**



Respondents were asked about the aspects of their working environment that made coping with symptoms of the menopause moderately or extremely difficult. The proportion of respondents in Hertfordshire Constabulary who reported that these aspects of their working environment made coping moderately or extremely difficult are presented in Table 1 below, along with the corresponding proportions for the country as a whole.

Table 1: Aspects of the working environment (where applicable) that made coping with symptoms of the menopause moderately or extremely difficult

	Hertfordshire Constabulary	National Sample
Recalling detailed information	47%	50%
Having to work shifts	29%	33%
Having fixed working hours	12%	20%
The temperature of your working environment	72%	61%
Inadequate opportunity to control ventilation in your working environment	62%	57%
Inadequate access to toilet facilities	16%	16%
Shared offices/workspaces	28%	27%
The physical demands of the job	22%	26%
The design of uniforms	16%	23%
The pressure of tight deadlines	36%	32%
Your workload	37%	38%
Not being office-based	6%	9%
Having to make difficult decisions within your job	26%	26%
Having to attend formal meetings	22%	18%
Having to maintain your position for long periods without relief	8%	18%

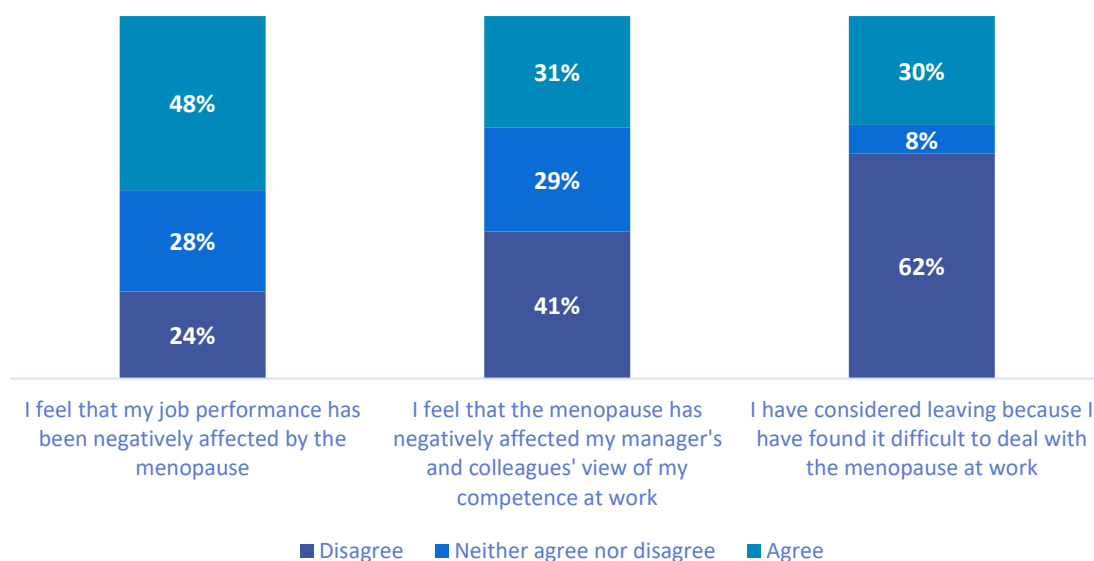
## 4. Experiences of working during the menopause

48% of respondents in Hertfordshire Constabulary said that they felt that their job performance had been negatively affected by the menopause. This is higher than the national sample, where 46% felt that their job performance had been negatively affected by the menopause.

31% of respondents felt that the menopause had negatively affected their manager's and colleagues' views on their competence at work. Within the national sample, 21% of respondents who had either gone through or were going through the menopause felt this way.

30% of respondents in Hertfordshire Constabulary said that they had considered leaving because they have found it difficult to deal with the menopause at work. This is higher than the national average, where 20% of respondents said that they had considered leaving as a result of the menopause.

**Chart 2: Experiences of work as a result of the menopause**



## 5. Disclosure and absence due to the menopause

56% of respondents in Hertfordshire Constabulary said that they had disclosed to their line manager that they were experiencing symptoms of the menopause. 42% said that they had not disclosed to their line manager (the remainder did not feel this was applicable to them). Respondents in Hertfordshire Constabulary were more likely have told their line manager that they were experiencing symptoms of the menopause compared to the national sample, where 47% had disclosed to their line manager.

12% of respondents in Hertfordshire Constabulary said that they had taken sickness absence because they were experiencing symptoms of the menopause. In addition, 66% said that they had attended work despite feeling that they should have really taken sick leave because of their symptoms (i.e. menopause-related “presenteeism”) and 34% said that they had taken annual leave or rest days to take time off because they were experiencing symptoms of the menopause (i.e. menopause-related leaveism).

Comparison of the proportions of respondents in Hertfordshire Constabulary reporting menopause-related sickness absence, presenteeism and leaveism compared to the national average are presented in Table 2 below.

Table 2: Menopause-related sickness absence, presenteeism and leaveism

	Hertfordshire Constabulary	National Sample
Menopause-related sickness absence	12%	18%
Menopause-related presenteeism	66%	62%
Menopause-related leaveism	34%	35%