



GMB Menopause Survey in Asda

This is a completely anonymous survey. We ask you not to include any personal information which could identify any individual(s).

If you need this survey in another format (e.g. large print, coloured paper etc), need help filling it in or would like to discuss it in more detail please speak with your local GMB rep or the GMB Regional Equality officer Michelle Gordon (0208 397 8881 or michelle.gordon@gmb.org.uk) in confidence.

Menopause in your workplace

What is your job title?

Have you ever heard the menopause treated as a joke in your workplace?

Yes No Don't Know

Have you seen any workplace colleague(s) experiencing the menopause and it having an impact at work?

Yes No Don't Know

If Yes please give more detail here (do not include names or personal details):

Do you think the menopause (and the symptoms of the menopause) are taken seriously within your workplace?

Yes No Don't know

Are you currently experiencing the menopause (perimenopausal) or have you been through the menopause in the past (post-menopausal)?

Yes No Don't Know

If your answer to this question is "No" - then thank you for your time, you do not need to complete anymore of the survey. Please hand your survey to your GMB rep or post it the envelope given to you.

If your answer to this question is 'Yes' - then please continue with the survey

Your own experience of your menopause in the workplace

	Did you/are you experiencing this symptom of the menopause?	Did this symptom affect your work life?
Hot Flashes		
Night Sweats		
Increased Sweating during the day		
Palpitations		
Irritability		
Insomnia and Sleep Disturbances		
Fatigue		
Poor Concentration		
Headaches		
Aching Joints		
Skin Irritation and dryness		
Dry Eyes		
Urinary problems – including need for more toilet breaks		
Hair loss		
Changes to periods (irregular or heavy or painful periods)		
Vaginal Dryness or itchiness		
Depression		
Anxiety		
Panic Attacks		
Mood Swings		
Problems with memory		
Loss of confidence		
Other (please specify below):		

If any of these symptoms have affected your work life please explain how here:

Have Asda ever held an informal or formal disciplinary meeting with you which has been as a result of, or partly as a result of, your symptoms of the menopause?

No Yes (informal) Yes (formal)

Please share more information if you can (including what the outcome was):

During your menopause did you speak to Asda about adjustments they could make to support you through the menopause?

Yes No Not Applicable

What were the adjustments?

Were you satisfied with Asda's response?

Yes No Partly

Have you have to take any time off as a result of the menopause?

Yes No

If Yes, did you inform your manager it was as a result of the menopause?

Yes No, I told my manager it was for another reason

Do any of the following factors make it harder for you to discuss the menopause at work?
(please tick as many as relevant)

The age of your line manager (younger or older)	
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The gender of your line manager	
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A poor relationship with your line manager including bullying and harassment	
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You are generally uncomfortable discussing it	
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A workplace culture where the menopause is not taken seriously	
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Concerns about your line manager not maintaining confidentiality	
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Your culture or religious background	
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Please explain in more detail:

What could Asda have done/do to make your experience of the menopause at work easier?
(please tick as many as relevant)

A workplace menopause policy (which would include a statement from Asda about how they support staff going through the menopause, outlines what support an employee should expect from Asda, what process to follow to access support that)	
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A personalised risk assessment	
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Training on the menopause for your manager	
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Training on the menopause for colleagues	
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Allowed you time off work	
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Allowed you more toilet breaks	
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Better/more regular access to drinking water	
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Better access to fresh air	
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Adjustments or exemptions to uniform	
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Any other suggestions (please specify):

About you

Did you experience, or are you going through the early menopause (i.e. before the age of 40)?

Yes No Don't know

Did you experience or are you going through a medical or surgical menopause (i.e. when the ovaries are damaged by treatments such as chemotherapy, radiotherapy or surgery including hysterectomy)?

Yes No Don't know

Do you have a disability or long term health condition which is made worse by the menopause, or that worsens your menopausal symptoms?

Yes No Don't know

If yes, what is the long term health condition or what is the impact?

Do you identify:

As a woman

As a man

Gender neutral

Prefer to self-describe (please state)

Prefer not to say

Does your gender identity differ from your birth sex?

Yes

No

Rather not say

Thank you very much for your time

Please hand the survey to your workplace rep or post in freepost envelope

Privacy Statement

- The data will be analysed for any trends and statistics. Information that identifies any individual will be destroyed and will not be shared with Asda.
- GMB will share the statistics and trends with Asda. The information we share with the employer will not identify individuals. We will use data based on job titles, but again only where we can be sure an individual will not be identified
- Original forms will be destroyed after 3 months

Thank you very much for your input. We are collecting this data with a view to improving workplace practices and the experience of those who go through the menopause at work. Your contribution will help us to do that.

If you have any issues in relation to your employment, please contact your union representative.



Menopause at Work

This form does not make up part of the survey. It is voluntary and should be kept separate from your survey

If you would like to share more information with the GMB about your experience of the menopause at work we would be happy to informally discuss it.

Once we have completed our survey of GMB member we will be approaching Asda about improvements they can make to supporting members experiencing the menopause.

No personal information will be shared with Asda. All data will be combined into statistics. Any conversation between you and the GMB about this will be kept completely confidential. If you would like to contact us directly you can either speak to your local rep or the GMB Regional Equality officer Michelle Gordon (0208 397 8881 or michelle.gordon@gmb.org.uk) in confidence.

We are looking for members who have experienced the menopause, or are going through the menopause, to help with these discussions.

Would you be prepared to have a confidential discussion with your GMB rep about your own experience of going through the menopause at work?

Would you prefer to speak to a rep who is a woman?

Would you be interested in getting involved in our campaign to improve support for people experiencing the menopause in Asda?

Would you be interested in finding out more about becoming a GMB rep?

Name:

Email: