



GMB Menopause Survey in London Borough of Merton and Merton Schools

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 in confidence with Kathy Abubakir in GMB's Merton Council office via kathy.abu-bakir@gmbactivist.org.uk or on 020 8545 4783.

Menopause in your workplace

Are you currently experiencing the menopause (perimenopausal) or have you been through the menopause in the past (post-menopausal) whilst working for Merton Council or a Merton School?

Yes

No

Don't Know

If you have not experienced the menopause at all, or if it was not when you were working for the London Borough of Merton or a Merton school, then thank you for your time, you do not need to complete the survey.

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

Do you work for LB Merton or in a Merton school?

If in a school, which of the following best describes the school?

Community

Voluntary Aided

Voluntary Controlled

Academy

Free School

If an academy, which trust does the school belong to?

The data will be analysed for any trends and statistics. Information that identifies any individual will be destroyed and will not be shared with the council, as GMB will only share the statistics and trends with the council. The information we share with the employer will not identify individuals, as 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. www.gmb.org.uk/legal-privacy

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 itchininess		
Depression		
Anxiety		
Panic Attacks		
Mood Swings		
Problems with memory		
Loss of confidence		
Other (<i>please specify below</i>):		

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

Have the Council or school 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 the Council or school about adjustments they could make to support you through the menopause?

Yes No

What were the adjustments?

Were you satisfied with the response?

Yes No Partly

Have you had to take any time off work 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 you think the menopause (and the symptoms of the menopause) are taken seriously within your workplace?

Yes No Don't know

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

Yes No Don't Know

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)	<input type="checkbox"/>
The gender of your line manager	<input type="checkbox"/>
A poor relationship with your line manager including bullying and harassment	<input type="checkbox"/>
You are generally uncomfortable discussing it	<input type="checkbox"/>
A workplace culture where the menopause is not taken seriously	<input type="checkbox"/>
Concerns about your line manager not maintaining confidentiality	<input type="checkbox"/>
Your culture or religious background	<input type="checkbox"/>
<i>Please explain in more detail:</i>	

What could the Council or school do/have done 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 the Council about how they support staff going through the menopause, outlines what support an employee should expect from the Council, what process to follow to access support that)	<input type="checkbox"/>
A personalised risk assessment	<input type="checkbox"/>
Training on the menopause for your manager	<input type="checkbox"/>
Training on the menopause for colleagues	<input type="checkbox"/>
Allowed you time off work	<input type="checkbox"/>
Allowed you more toilet breaks	<input type="checkbox"/>
Better/more regular access to drinking water	<input type="checkbox"/>
Better access to fresh air	<input type="checkbox"/>
Adjustments or exemptions to uniform	<input type="checkbox"/>
Any other suggestions <i>(please specify)</i> :	

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 and 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 return the survey in a freepost envelope

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 LB Merton about improvements they can make to supporting members experiencing the menopause.

No personal information will be shared with LB Merton. 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, please speak in confidence with Kathy Abubakir in GMB's Merton Council office via kathy.abu-bakir@gmbactivist.org.uk or on 020 8545 4783.

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 the Council?

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

Name:

Email: