

Brachers

With you all the way

Menopause matters: Workplace training

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About us

The Employment and HR team at award-winning law firm Brachers is one of the largest in the South East, working alongside businesses with 60,000 employees in the region.

By working with us you can be sure that you will be in safe hands. Both the firm and our employment lawyers are recognised in leading legal directories, The Legal 500 and Chambers UK, and we are once again ranked in the top three law firms in the Kent Legal Sector Review.

Menopause support: How we can help

We would like to work with you and your business to provide legal guidance to help make your workplace a menopause-inclusive business.

Our expert trainers can help your business create an open, fair and supportive environment for staff experiencing menopause.

We can also ensure any policies and procedures are legally compliant, and help equip your managers to understand and know how to address these matters when they arise.

Benefits

By investing in this training you will not only be supporting your staff, but will minimise the risk of potentially costly employment tribunal claims.

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'The Employment team whilst always extremely professional are also friendly and approachable. Easy to contact, quick to respond and keen to understand our organisation and the issues we face in order to offer effective and efficient solutions.'

Client testimonial, The Legal 500 2022

The first 10 businesses that book and pay for this training will receive a free Menopause Policy, worth £300. If you wish, we can utilise part of the training session to review and tailor the policy to your specific business needs.

Training offering

Content

Our menopause training offering will provide guidance on the law and best practice on discrimination and the duty to make reasonable adjustments and consider flexibility in the workplace.

This training will give practical real-world tools and tips on how to manage these cases and avoid common pitfalls.

We also review your requirements and look at developing a policy or guidance on the menopause for your organisation. This would include accessible information to staff related to making this an inclusive topic and having comfortable conversations.

Further details

We will work with you to:

- Take you through an employer's legal obligations in relation to menopause at work and understand the risks to your business of not complying.
- Look specifically at disability discrimination and the requirement to make reasonable adjustments with examples of what this might involve.
- Consider legal requirements around flexible working and how this may be considered in conjunction with menopausal symptoms.
- Examine in detail employment tribunal cases involving menopause, their outcomes and what your business can learn from this.
- Look at how you can support and advance a menopause inclusive environment with practical tips and tools for doing this.
- Address best practice, including discussion in the workplace and around creating and developing a menopause policy and/or guidance suited to your specific business.

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Training offering

Why invest?

This training is an invaluable way to educate staff in understanding the minimum legal obligations when handling staff experiencing the menopause, be able to identify suitable adjustments that may be offered, be aware of relevant policies and practices and to help raise awareness and initiate discussion around the menopause.

Who should attend?

Business owners, directors, senior managers, HR managers and line managers. To ensure this course is effective there is a maximum of 20 places per session.

Delivery options

Available via webinar (which could be recorded for future reference or to share with staff unable to attend), or at your premises if you would prefer an in-person session. Please note, costs may vary from those stated, depending upon travel requirements for this.

Time

Three hours

Cost

£950 plus VAT

Our trainers



Catherine Daw, Head of Employment and HR, Brachers LLP

Catherine has a wealth of experience in employment law and is individually ranked in the Chambers UK 2021 legal directory. She delivers engaging and practical insight into day to day employment and HR issues.



Colin Smith, Partner, Brachers LLP

Colin is an experienced webinar presenter and trainer, having begun providing employment law training in 2001. He has provided training in house for various organisations and for leading industry bodies such as the CIPD on their national masterclasses.



Antonio Fletcher, Partner, Brachers LLP

Data protection expert Antonio enjoys providing training on a range of employment law and data protection subjects. He focuses on delivering training that is relevant to his audience, both in terms of content and method of delivery, and has delivered training in Italian.



Louise Brenlund, Senior Associate, Brachers LLP

Louise is passionate about providing personable, practical and engaging training to a broad range of audiences. This has involved in-person training, round table discussions and webinars. Louise has worked closely with Mid-Kent CIPD since 2010 to deliver a programme of joint events.



Abigail Brightwell, Associate, Brachers LLP

Abigail provides training and webinars for clients on a variety of employment topics. Her training focusses on offering practical solutions to prevent workplace issues from escalating.



Sarah Wimsett, Associate, Brachers LLP

Sarah provides employment law and HR training through both seminars and webinars. She has particular expertise in employment tribunal claims.

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To discuss your training needs or to book please contact us at:

e: events@brachers.co.uk
t: 01622 776405

If you would like a more tailored course, please get in touch to discuss any bespoke training requirements.

For more information about Brachers please visit us at **www.brachers.co.uk**.