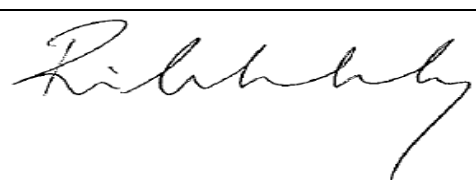

ANSTEY FIRST SCHOOL

Andropause Policy

Approved by: Full Governing Board
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Date: April 2026

Approval

Approved by: Full Governing Body	
Chair of Governors Name	Tom Sealy
Signature	
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Version

Version	Author	Notes
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1. Purpose and Aims

- 1.1 The purpose of this policy is to raise awareness of Andropause (Male Menopause), its impact of individuals in the workplace and the adjustment that can be made to support colleagues before, during and after Andropause, with the aim to build and maintain a stigma-free environment.
- 1.2 We are committed to supporting employees and to signpost relevant advice and assistance to anyone who need it. This policy will outline expectations and responsibilities and will point colleagues in the right direction if support is required.
- 1.3 Our main aims of this policy are to promote a better understanding and support for men experiencing the andropause and raise awareness.
- 1.4 Andropause typically occurs in men in the UK between the ages of 40 and 60, although it has been known to be experienced by some males as early as 30 years old.

Definitions

- 1.5 **Andropause** – (also known as the male menopause) is a condition that is associated with the decrease in the male hormone testosterone.
- 1.6 **Testosterone** – is the hormone responsible for deep voices, muscle mass, and facial and body hair patterns found in males.

Causes

- 1.7 The decrease in testosterone is an important factor in men suspected of having andropause.

Symptoms

- 1.8 Symptoms that can be experienced by men can vary from person to person, however some of the common symptoms experienced are. Symptoms are not limited to the list below:
 - Loss of libido
 - Erectile Dysfunction
 - Lack of energy
 - Depression
 - Irritability
 - Mood swings
 - Loss of strength or muscle mass
 - Reduce ability to exercise
 - Increased body fat
 - Hot flushes
 - Fat redistribution
 - General lack of enthusiasm
 - Difficulty with sleeping (insomnia) and or increased tiredness

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- Poor concentration and short-term memory

2. Responsibilities

- 2.1 Anstey First School is committed to building and engaging in an inclusive workforce where andropause is accepted as a normal part of life, and others know how to respond in such situations.
- 2.2 It is the responsibility of the school to signpost relevant support so that our colleagues know where to turn if they need to. Anstey First School will also provide training and guidance to our leadership team on how to best support their staff.
- 2.3 It is important to call out that Anstey First School is not an expert in the field and can only signpost and provide guidance to the best of our ability and to what is suitable within the workplace. Anstey First School commits to treating any issues of bullying and harassment concerning health issues associated with menopause seriously in line with our bullying and harassment policies. It is responsibility of all colleagues to treat other colleagues with respect, by not making judgements or assumptions about people based on their age or because they have told us that they are experiencing andropause.

3. Support and Guidance – Colleagues

- 3.1 Line managers need to be supportive and maintain awareness so that men are not embarrassed to approach him/her to discuss how the andropause is affecting their health and role at work.
- 3.2 The symptoms can interfere with everyday life and happiness, so it's important that support is put in place so that male staff are confident to look for medical advice to find the underlying cause and work out what can be done to resolve the issue.
- 3.3 Staff should not be placed in a position of embarrassment where they are expected to suffer in silence, but to have the support offered to be able to identify the issue is real. Remember that perception of the individual is a reality to them so do not dismiss what they are saying.
- 3.4 Regular, informal conversations between manager and employee may enable discussion of changes in health, including issues relating to the andropause. It may be valuable simply to acknowledge this is a normal stage of life and that adjustments can easily be made.
- 3.5 General health and wellbeing discussions should naturally form part of the discussion in one to ones and managers should maintain confidentiality when addressing health information associated with the andropause.

4. Support and Guidance – Managers

- 4.1 We want to support our colleagues' wellbeing at every stage of life. We know that men make up over half the UK workforce -and we know how many men find talking about health issues difficult.
- 4.2 We want to support managers to have the confidence to have a dialogue with team members who may be working through these issues and symptoms. Most men find that they are very little prepared for any experiences of andropause and not equipped to understand or manage the symptoms. Many workplaces and workplace practices are designed to assist menopausal women, but not men. This is something that we all have a role in supporting.

The purposes of this guide are:

- 4.3 To support managers to encourage our colleagues to talk more about andropause.
- 4.4 For managers to have the knowledge and confidence to know what to do if they need to support a colleague through this time and be able to signpost them to where they can go for further help.
- 4.5 Your role as a manager is to support your colleague/team member, we do not expect you to be an expert.

5. Our Commitments

- 5.1 We are committed to taking all reasonable steps to make sure that we:
- Listen to someone who tells us about their symptoms.
 - Keep information about their health confidential.
 - Treat colleagues with respect, not making judgements or assumptions about people based on their age or because they have told us that they are experiencing symptoms.
 - Treat any issues of bullying and harassment concerning health issues associated with the menopause seriously – Menopause is covered by the Equality Act 2010.

6. Confidentiality

- 6.1 If you tell your manager about your andropause transition, they'll keep this confidential and won't share this information unless you give permission, unless we have serious concerns for your safety or that of others.

7. Making Adjustments

- 7.1 There might be adjustments we can make at work to help you manage your symptoms. These are likely to be temporary changes while you go through the andropause transition.
- 7.2 Your manager may want to understand more about how your symptoms might affect you at work and the adjustment you need. You can also use a Wellbeing Action Plan to identify how your symptoms are impacting you at work and use this to discuss any changes you might need with your manager.
- 7.3 The adjustments we can make will depend on your circumstances, but the types of changes could include:
- Changing your start time if you're experiencing disturbed sleep.
 - Providing more breaks.
 - Making sure you've got access to cold water while you're working.
 - Making sure you've got easy access to toilet facilities.
 - Making sure the temperature is comfortable, providing a fan or access to fresh air.
 - Adjusting your uniform requirements or providing more items of uniform.
 - Giving you somewhere to store extra clothes or change clothes during the day.
 - Giving you time off to attend medical appointments.
- 7.4 If you think you might need a change to your working pattern to help you to manage your symptoms, talk to your manager about this. They may encourage you to go to your GP for support if you haven't already. They might also ask you if you're happy to be referred to occupational health. This is so we can get more information about how your andropause symptoms are likely to affect you at work, and what adjustments we can make to help.
- 7.5 For more information, please visit the links below:

<https://www.nhs.uk/conditions/male-menopause/>

[Male Menopause: Overview, Symptoms, and Treatment \(healthline.com\)](https://www.healthline.com/health/male-menopause/)