

ITV launches menopause policy

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[Corporate](#)

ITV has today announced details of its menopause policy, intended to support colleagues who are experiencing symptoms in the workplace.

The policy is intended to provide greater support and understanding to anyone experiencing menopause, and importantly includes recommendations and ideas for support or adjustments to the working environment that might be made to ensure colleagues feel supported.

Including access to support and resources, the policy outlines adjustments including access to desk fans, and quiet working spaces, as well as emphasising the importance of smart-working conversations, to facilitate flexible working.

Helen Hopkins, HR Director of Resourcing and Development, and co-chair of the ITV Women's Network said:

"We launched the Women's Network in 2015 as it was important to us to be supporting and championing women at ITV. We're always looking at what we can do to help support the wellbeing of female colleagues and it is important that all colleagues understand the symptoms of perimenopause and menopause and what we can do to support those who are affected by it."

The policy was announced today on Loose Women, who are currently campaigning for real change in how the menopause is dealt with, as part of their Menopause Manifesto.

Managing Director of ITV Daytime and co-chair of the ITV Women's Network Emma Gormley said:

"ITV Daytime has proudly been leading the march when it comes to offering support and information about the menopause.

Over the past six years, Loose Women has provided viewers with open and honest conversations around the topic of both menopause and perimenopause. The show has raised awareness of signs and symptoms, smashed the stigmas and challenged taboos associated with the menopause. This month, Loose Women launched its Menopause Manifesto, pledging to fight for greater support to those going through the menopause and their loved ones. We are proud that ITV is now one of the first broadcasters to launch a specific menopause policy."

The launch of the ITV corporate policy follows a programme of awareness-raising, discussion sessions run internally by ITV's Women's Network, to bust myths and uncover the facts about perimenopause and menopause. This includes a partnership with Postcards from Midlife hosts Lorraine Candy and Trish Halpin delivering a series of talks, as well as a myth-busting panel for staff with ITV's own daytime stars, including Nadia Sawalha, Linda Robson and Lorraine Kelly.

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