



Men's Health Month – How To Support Your Employees

With:

Date: 5th November 2025

Run Time: Approximately 45 minutes

This session will start shortly (14:30pm)





The detail contained within this webinar is based on GB & Northern Ireland employment legislation.

Members in the jurisdictions of the Republic of Ireland, Jersey, Guernsey and Isle of Man are asked to please contact the Advice Service to obtain the information relevant to your jurisdiction.



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Today We Will Cover

- The facts surrounding men's health & wellbeing
- How to have a good work life balance
- Encouraging the conversation around the andropause
- Men's mental health
- Paternity rights for parents

Men's Health Awareness

- One man in five dies before the age of 65
- Four in five suicides are by men, with suicide the biggest cause of death for men under 35
- 43% of working British men are urging their employers to provide greater mental health support.
- One in eight men will get prostate cancer, making it the most common cancer in men in the UK
- 30% of men surveyed said they didn't know where to turn for advice or support.





Work-life Balance

- The equilibrium between personal life and professional responsibilities
- Over 80% of men in the UK experience stress related to work-life conflicts (ONS)
- Male-dominated sectors, often struggle with work-life balance due to existing stigma
- 50% of fathers report struggling to balance work and family life



Promoting Work-life Balance

- Implement clear policies regarding annual leave and sick leave
- Train management to recognise signs of stress and burnout
- Prioritising wellbeing
 - Encourage staff to pursue personal activities
 - Information/resources about self care and wellbeing
 - Vouchers/discounts for activities
- Implementing flexible working hours
 - Remote Working
 - Flexi-time
- Regularly reviewing workloads
 - 1-2-1 meetings
 - Team hubs

The Andropause

- The gradual decline in testosterone levels that occurs in men as they age.
- Unlike the menopause, the decline in testosterone levels is steady rather than a sudden drop
- Symptoms that suggest low testosterone include:
 - Lowered sexual desire and activity.
 - Erectile dysfunction or decreased erections.
 - Breast tenderness or swelling.
 - Infertility.
 - Height loss, low-trauma broken bones, called fractures, or low bone mineral density.
 - Hot flashes or sweats.



Supporting Staff Experiencing The Andropause

- Educate employees and managers on andropause and its symptoms
- Share resources on the andropause internally to encourage an open conversation
- Consider reasonable adjustments
- Flexible working
- Comfortable working environment
- Risk assessments





Men's Mental Health

- Only 36% of talking therapy referrals are for men.
- 52% of men would be concerned about taking time off work for mental health.
- 46% of men would be embarrassed or ashamed to tell their employer that are struggling with their mental health.
- Longstanding societal expectations place pressure on men to fulfil traditional gender roles
- Mental health conditions or symptoms may utilise more harmful coping mechanisms Men experiencing



Supporting Men's Mental Health

- Understand the signs of poor mental health that are most common amongst men
- Reach out more than once
- Refer to external support such as an EAP service or GP
- Dedicated mental health policy
- Initiatives that provide an open space for employees to discuss their feelings

Men's Physical Health

- Men are at greater risk of poor outcomes associated with heart disease, type-2 diabetes, and some cancers
- Men between the ages of 18 and 44 are less likely to go see a doctor than women.
- 1 in 10 men aged 50 have a heart age 10 years older than they are.
- More than 56,000 men are diagnosed with prostate cancer every year in England
- Around 2,400 men are diagnosed with testicular cancer each year



Supporting Men's Physical Health

- Encourage physical activity and a healthy lifestyle
- Gym membership discounts/onsite gym
- Bike storage and onsite showers
- Company exercise challenges
- Promote preventive care
- Utilise digital tools



Men's Paternity Rights

- When your employee takes time off after their partner has had a baby, adopted a child or had a baby through a surrogacy arrangement, they might be eligible for:
 - One or two weeks of paid Paternity Leave
 - Paternity Pay
 - Shared Parental Leave and Pay
- Proposed changes to legislation aim to make paternity leave more accessible and flexible, impacting both eligibility and the timeframe for taking leave.
- Clearly communicate policies and ensure employees are aware of where to find these policies





Paternity Rights – Latest Update

- Employment Rights Bill will make Paternity and Unpaid Parental Leave 'day one' rights – From April 2026
- A review of the Parental Leave system began in July 2025
- Current suggestions (not yet confirmed):
 - Raise rate of paternity pay to the level of maternity
 - Increasing the length and flexibility of paid Paternity Leave
 - Efforts to reduce wider cultural and societal barriers to fathers taking more leave
- The review will take place for 18 months



Sexual Harassment Against Men In The Workplace

- Studies indicate that 18% of men have experienced unwanted sexual behaviour at work, and 7% have experienced some form of harassment.
- Men may be less likely to report sexual harassment due to several factors
- However, when men do report, the perpetrators are often men, and the harassment can include both physical and verbal misconduct.



Your Duty To Prevent Sexual Harassment

- Employers are under a new protective duty from October 26th 2024
- You must take proactive preventative action in respect of your workers and third parties
- Compensation at employment tribunal can be increased by up to 25%
- Employees can complain directly to the EHRC that you have not taken reasonable steps to prevent sexual harassment
- Anticipatory duty; do not wait until an allegation is made

Summary

- Its essential to encourage an open conversation surrounding men's health & wellbeing, to help breakdown to stigma surrounding this topic
- Educate employees and manager on the differences between men and women's health and mental health struggles
- Providing employee with external resources and support services can help encourage them to prioritise their wellbeing outside of work
- Provide reasonable adjustments and consider flexible working where possible to support men with their wellbeing and worklife balance

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Thank you!

Any questions



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