

# Menopause

## Menopause at Work

Helping you develop the knowledge and confidence to support colleagues experiencing menopause and menopausal symptoms.

# Spot the menopause symptoms....

Pain and fatigue	Physical sensations	Emotional and psychological symptoms	Cognitive issues	Other health issues and symptoms	Other health issues and symptoms
Headaches	Tingling extremities	Mood swings	Memory lapses	Irregular periods	Gum problems
Breast soreness	Skin issues	Anxiety, feelings of dread or feeling tense or nervous	Lack of focus and poor concentration	Vaginal issues	Hair loss and thinning
Disrupted sleep and insomnia	Hot flushes	Irritability	Brain fog	Decreased libido	Brittle nails
Fatigue or extreme tiredness	Electric shocks	Low mood or depression		Digestive problems	Bloating
Muscle tension	Night sweats	Anxiety or panic attacks		Allergies or intolerances	Irregular heartbeat
	Burning mouth	Loss of interest in most things		Body odour	Heart palpitations
	Dizzy spells	Crying spells		Bladder issues	Osteoporosis
	Tinnitus	Low confidence or self-esteem		Breathing difficulties	Dry eyes

# Menopause tip sheet

Tips and advice on how you can support your employees in the workplace



## What can you do to support menopause in your workplace?

### Organisations

Developing a dedicated menopause policy and integrating it into your Sickness Absence, Equality, Flexible Working, Health & Safety and other relevant policies is the first step in recognising the importance of menopause and the impact it can have on individuals. Ensuring that your employees have ready access to menopause support services, for example through Occupational Health or an Employee Assistance Programme, is also crucial in creating an inclusive and supportive work environment.

### Managers

Ensuring that line managers have appropriate training to understand potential impact that menopause can have on their team members is essential to accurately facilitate support and workplace adjustments. This includes knowledge of appropriate resources and where to signpost colleagues for effective guidance and support.

### Individuals

The impact of menopause symptoms can be felt not only by the individual experiencing them, but by their colleagues and partners as well. In order to create a supportive workplace, it's therefore vital to educate all colleagues on menopause, to improve people's understanding of how they can help someone who may be struggling with the effects. Campaigns, posters, newsletter articles, blog posts and training can help to boost awareness, promote inclusivity and prevent conflicts arising from perceived favouritism around adjustments.

## Workplace adjustments to consider ✓

- Reducing travel to work locations
- Allowing working from home
- Providing access to toilet and washing facilities
- Explore alternative ways to communicate in meetings
- Offering flexible working and/or adjusted hours
- Allowing additional and more regular breaks
- Providing ergonomic seating and workstation set-up
- Ensuring access to fresh air, good ventilation and/or fans
- Sensitive management of targets and deadlines
- Arranging awareness sessions with the team
- Allocating a workplace buddy
- Introducing additional 1-1 meetings
- Adjustments to uniform or dress code
- Access to quiet space and/or noise cancelling headphones to minimise distractions
- Use of alarms, checklists, planners and templates
- Providing information in advance of meetings and training.

## Menopause in the workplace - Why awareness is so important

Menopause symptoms can have a huge impact on an individual's daily life, including their relationships, family life, social life and work, and can adversely affect employee wellbeing and organisational productivity if not managed effectively. Research has found that 73% of women feel unsupported at work while experiencing menopause, while 1 in 10 leave work because of menopause symptoms, representing a huge drain in knowledge and expertise from the workplace.

### If you're looking to...



Be in a stronger position to support female employees going through the menopause transition



Equip your managers with the knowledge, tools and strategies to create a workplace that is inclusive and supportive of everyone



Reduce rates of absenteeism and presenteeism and retain experienced and talented women in your business



Maximise every employee's potential and boost productivity



Promote better health throughout your workplace and know you are doing the best to support all employees



Receive advice and practical support to help you signpost employees when they need medical advice

**...we can help!**

## The shocking statistics



**76%**

of women going through the menopause find symptoms moderately or extremely problematic at work

**19%**

reported being absent for more than 8 weeks due to symptoms

**31%**

have thought about reducing their working hours or leaving their job.

- The Menopause Survey 2018

# What we offer



## Education and awareness training



Delivered by our experienced trainers, our engaging and insightful menopause training programmes will help you to:

- Improve awareness and understanding among your employees of menopause and its impact in the workplace
- Equip your teams with the knowledge and tools necessary to be able to confidently support the wellbeing of menopausal colleagues to ensure they remain happy, productive and successful at work
- Consider strategies to help you develop a menopause-inclusive work environment, including introducing flexible working, workplace adjustments and additional support services.

**Delivery:** Half day face-to-face session or 2 x 2.5hr online facilitated learning sessions

**Maximum attendees:** 12

All training content and materials can be tailored specifically to your organisation.



## Designed by medical experts

Our menopause training programmes have been created and approved by medical experts who are experienced in advising organisations on menopause in the workplace.

# Contact us today

If you'd like to speak with us about how our menopause training and support services could help your organisation, **get in touch**.



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