

THE MENOPAUSE TEAM

HELPING EMPLOYERS & EMPLOYEES WORK WITH THE MENOPAUSE...

Menopause awareness raising should be considered within the context of the All-Party Parliamentary Group on Menopause (October 2022) led by Carolyn Harris MP, the Fawcett Society Menopause and the Workplace Report (May 2022) and generally the increasing profile of this important area of health.

Women over the age of 50 are the fastest growing segment of the workforce, most will go through the menopause during their working lives. 47% of working women surveyed said they did not feel supported during menopause (CIPD, 2024). There are almost 14 million menopausal women in the UK.

CIPD (2024) research established that 67% of working women who were experiencing menopause symptoms said that it had a negative impact on them at work. According to the Fawcett Society one in ten (330,000) women in the UK leave their jobs completely because of menopausal symptoms, one in five women do not seek the promotions they deserve. 75% of women felt unable to tell their manager they were absent from work because of menopause symptoms.

The level of support that those experiencing menopause receive is pivotal in ensuring retention. Raising menopause awareness helps employees give their best to their work so maintaining productivity and allows organisations to retain and promote a more diverse and equal talent pool.

These are all **interactive** live sessions and can be run online or face to face:

1.Managing Your Menopause – general awareness (Duration: up to 90 minutes)

Facts and figures which illustrate the current menopause situation

Explanation of the menopause, the related symptoms and potential solutions

Managing the medical profession

The importance of self-care and self-care considerations

Case studies

What we can all do to improve the menopause situation

Signposting menopause resources and a Q&A addressing specific concerns.

2. Menopause Lunch & Learn Sessions (Duration: 45 minutes)

Lunch & Learn sessions offer an overview of menopause and include:

Explanation of menopause and when it can happen

Common symptoms

How to manage menopause symptoms

Available resources

Q&A (Limited due to duration of session)

3. Menopause Awareness at Work: for Managers and Team Leaders (Duration: up to 90 minutes) **This session can also be adapted for Human Resource professionals.**

Facts and figures which illustrate the current menopause situation

Explanation of the menopause and the related symptoms and how (if untreated) they can affect the workplace

The business case for engaging with the menopause at work

The legal situation

Case studies

How to develop organisational awareness

Menopause policy discussion

Signposting menopause resources

Q&A addressing specific concerns.

4. Menopause Awareness: for Men Supporting Women (Duration: up to 90 minutes)

Facts and figures which illustrate the current menopause situation.

Explanation of the menopause, the related symptoms, and potential solutions.

Case studies.

How to have positive menopause conversations.

What you can do to support your colleagues and those you love and care about: practical tips.

Signposting menopause resources

Q&A addressing specific concerns.

5. Menopause + Nutrition + Lifestyle (Duration: up to 90 minutes)

Explanation of the menopause and the related symptoms.

Why nutrition and lifestyle are important considerations

Nutritional strategies

Lifestyle adaptations

Signposting menopause resources

Q&A addressing specific concerns.

6. Menopause + Mental Health Challenges (Duration: up to 90 minutes)

Explanation of Menopause

Key mental health challenges during menopause

Why menopause impacts mental health

Menopause and mental health at work

Coping strategies for mental health during menopause

Signposting menopause resources

Q&A addressing specific concerns.

7. Menopause Champion Workshops (accreditation pending) (Duration: 5 hours)

Menopause refresher.

Menopause related figures specific to your organisation.

What the role of Menopause Champion can entail - valuable point of contact for menopause related enquiries, provider of support, someone who raises concerns and someone who ensures that menopause is and remains a priority and is integrated into the organisation. An organiser of informal menopause events in the workplace.

How to have sensitive conversations and discuss reasonable adjustments.

How Menopause Champions can support employees: menopause facts, common symptoms, awareness raising and how to effectively signpost colleagues, so they are able to receive the appropriate support. Highlighting relevant research, articles, TV and other menopause related information for all, regardless of age or gender.

Considerations - Diverse backgrounds. Alternative role titles? How to think about success?

The current UK legal situation in relation to menopause.

Case studies to encourage menopause discussion.

Networking.

8 & 9 I also run sessions for women focusing on menopause and intimacy and sessions for men about understanding menopause and sex.

10. Thriving Through Mid-Life and Beyond: A workshop for women and men (Duration: up to 90 minutes)

We often accept things in mid-life that perhaps we should be challenging. Moving towards who and what you want to be in mid-life and beyond is a process that takes time and thought. Find out what happens to men and women in mid-life. Explore the mid-life factors that could create a positive mid-life (and beyond) experience for men and women. This session will help you/your colleagues become informed and signpost you/your colleagues to evidence-based research, which is key.

Context: the mid-life experience for men and women.

Considerations and types of health scenarios.

Self-care and the significance of time for thinking. How to carve out time...a discussion.

Examples of joy, purpose and adventure.

How to use mid-life as a positive platform for moving forward.

Signposting resources.

Q&A addressing specific concerns