



Menopause at Work Awareness

Please Participate!



If you have
QUESTIONS, write
them in the chat
box



Join
Mentimeter to
contribute to
the session

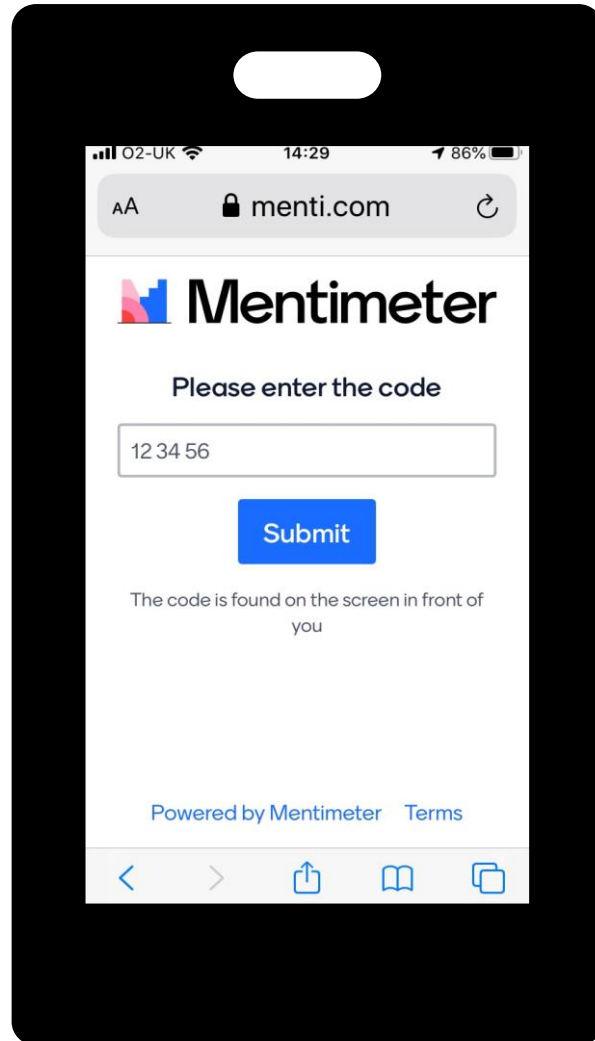


SLIDES will be
distributed
afterwards

Learning Outcomes

By the end of this session you will:

- Understand what menopause is and why it's a workplace issue
- Know what to do if these issues affect you
- Discover how workplaces can support women experiencing menopausal symptoms
- Understand what to do at work if you are a colleague or line manager
- Take away action points



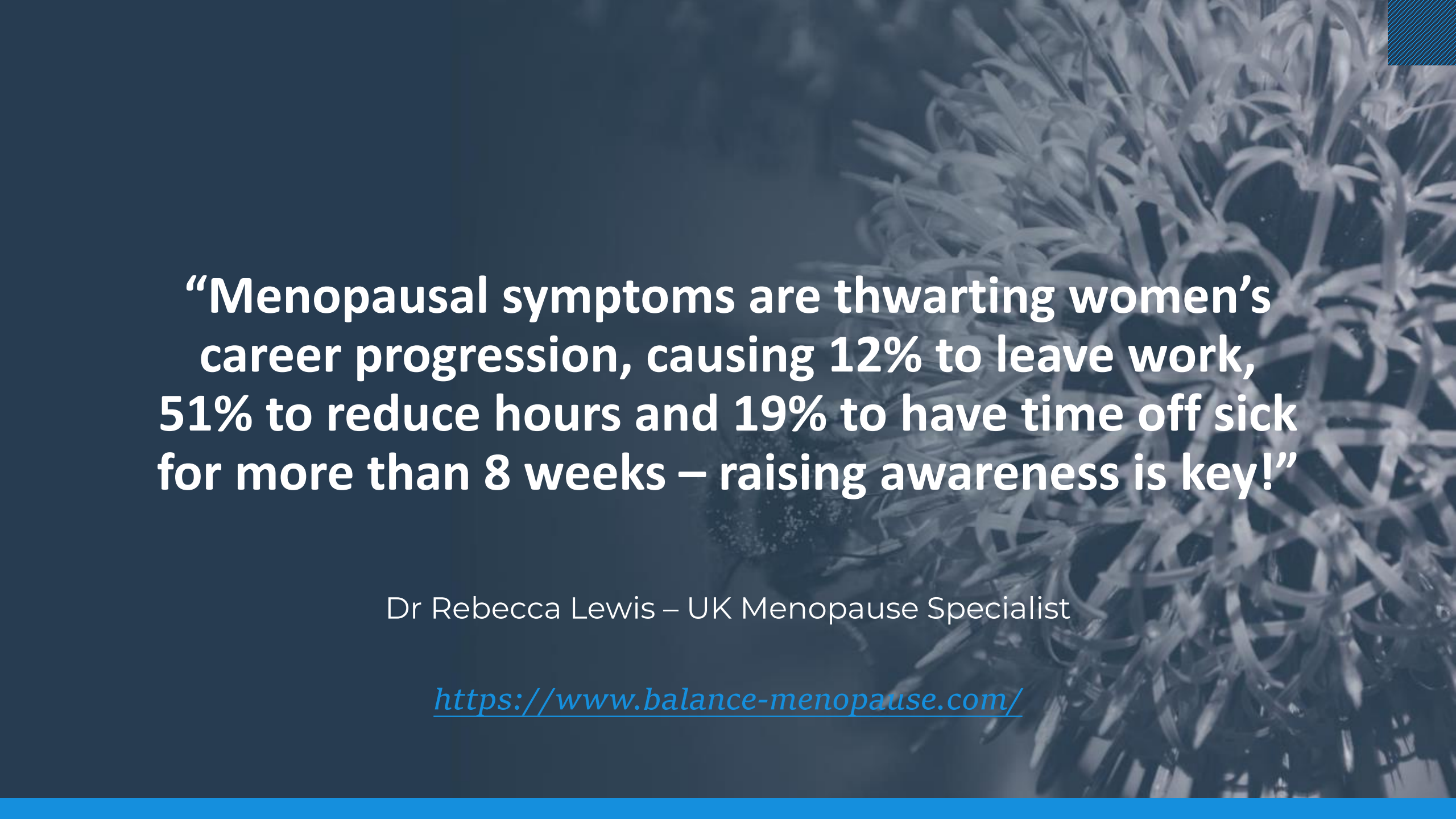
Open Mentimeter

1. Go to www.menti.com in a new browser or tab on your phone or computer.
2. Enter the menti code when you see it on the slide or hear the trainer read it out.
3. Don't disconnect from the session, you will still need to hear the trainer



Why Start the Menopause Conversation?

- Women over 50 are fastest growing group of workers in UK – 18% of average workforce is menopausal
- There are currently around 4.5 million women aged 50–64 in employment. Women are also staying in work for longer
- 1 in 3 women reduce their hours or consider leaving the workplace due to menopause
- 1 in 3 people going through menopause say they wouldn't feel comfortable talking about it with their line manager
- 80% of women undergo menopause during their working life



“Menopausal symptoms are thwarting women’s career progression, causing 12% to leave work, 51% to reduce hours and 19% to have time off sick for more than 8 weeks – raising awareness is key!”

Dr Rebecca Lewis – UK Menopause Specialist

<https://www.balance-menopause.com/>

99%

of woman said peri /
menopausal symptoms
negatively impacted
their work –
significantly in over 1/3

59%

of women had
time off work due
to symptoms

5%

stated
menopause as
cause on
sickness record

1/3

documented
stress/ anxiety

30%

given antidepressants
(only 25.6% discussed
hormones / HRT with
GP)

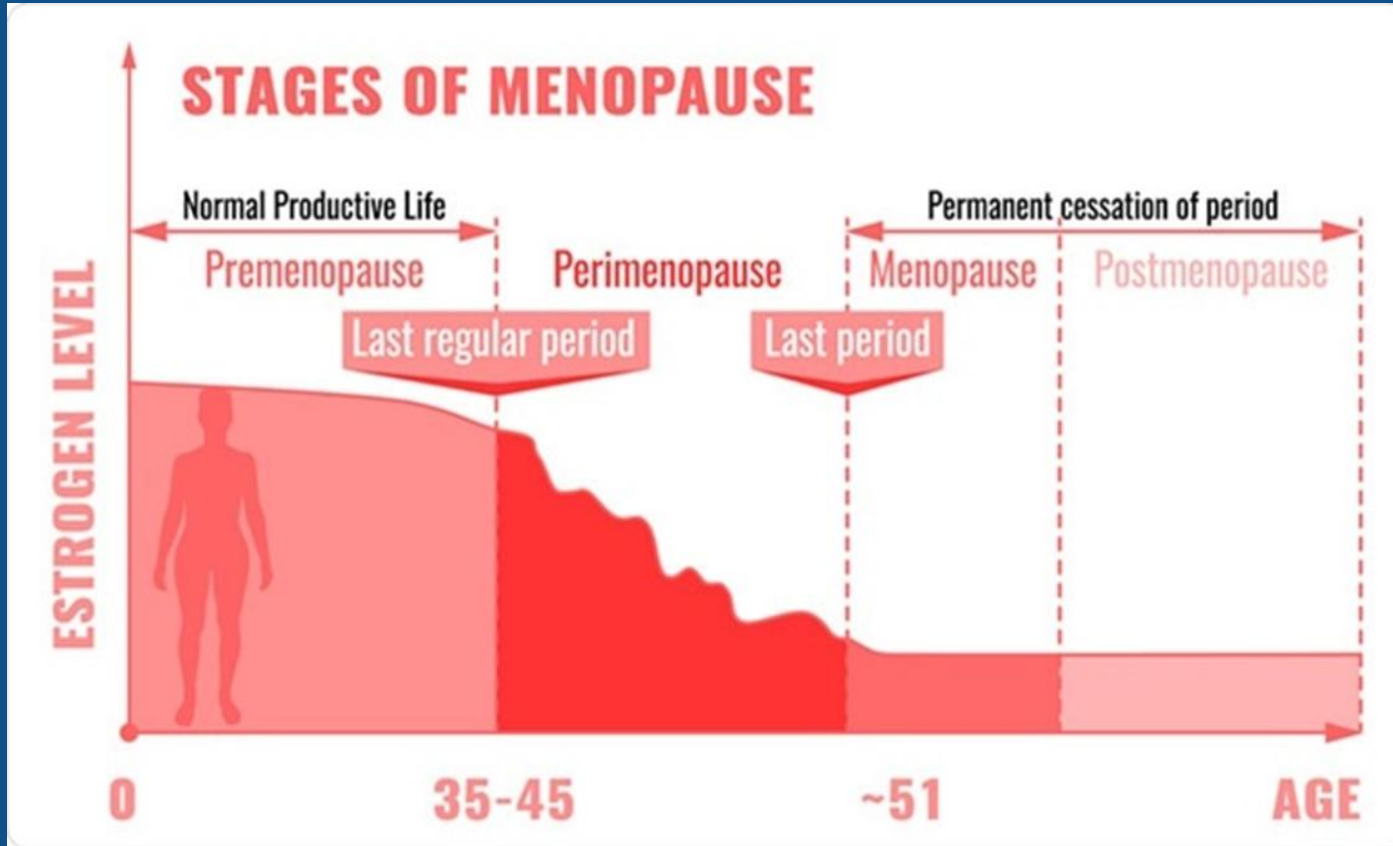
18%

off more than 8
weeks

50%

of these women
resigned or took
early retirement

Outcomes for Women



- 21% did not go for promotion they would have otherwise considered
- 19% women reduced their working hours
- 12% resigned
- Women should NOT be leaving work due to peri / menopausal symptoms



Menopause Friendly Business Case

- Increased employee retention
- Reduced absenteeism
- Improved productivity
- Gender equity
- Enhanced employee engagement
- Recruitment and retention
- Reduced legal risk



Menopause : The 3 Stages

1

Perimenopause is the time leading up to menopause when a woman's hormone balance starts to change and may begin to experience menopausal symptoms. For some women this can start as early as their twenties or as late as their forties.

2

Menopause is defined as a biological stage in a woman's life that occurs when periods cease. The average age for a woman to reach menopause is between 44-55, however, it can be earlier or later than this due to surgery, illness or other reasons.

3

Post Menopause is the time after menopause has occurred, starting when a woman has not had a period for twelve consecutive months.

34 symptoms of menopause

- Mood Swings
- Brain Fog
- Lack of Motivation
- Difficulty in Focusing
- Headaches
- Night Sweats
- Hot Flashes
- Breast Tenderness
- Digestive Problems
- Quick Weight Gain
- Loss of Libido
- Vaginal Dryness
- Periods Stop
- Osteoporosis
- Joint Stiffness
- Muscle Aches
- Decreased Confidence



- 18. Hair Thins
- 19. Dry Skin
- 20. Acne
- 21. Dry Eyes
- 22. Wrinkles
- 23. Dry Mouth
- 24. Bloating
- 25. Fatigue
- 26. Insomnia
- 27. Anxiety
- 28. Urinary Pain
- 29. Clammy Feeling
- 30. Burning Mouth
- 31. Facial Hair
- 32. Dizziness
- 33. Lack of Focus
- 34. Depression

Menopause at work – legal requirements

Equality Act 2010

- Menopause is not a specific protected characteristic
- But if employee is treated less favourably because of menopause symptoms, this could be **discrimination** if related to a protected characteristic, e.g.:
 - Age
 - Disability
 - Gender Reassignment
 - Sex

Harassment / Victimisation

- Unwanted conduct involving an employee's menopause or menopausal symptoms may amount to harassment or sexual harassment
- Victimisation may occur if an employee who has raised discrimination is treated less favourably because of their complaint(s)

Health and Safety at Work Act 1974

- Duty of care to ensure the health and safety of employees while in the workplace
- Extends to those experiencing menopause and associated symptoms
- Employers should consider the mental and physical impact of the work environment on employees experiencing menopause and whether any adjustments are necessary

Why a menopause policy?

- Provide clarity around menopause for everyone in your workplace
- Communicate support available
- Focus on occupational health and gender equality
- Fulfill legal obligations / duty of care
- Become employer of choice
- Change behaviours
- Remove taboo / encourage the talk



What is a Menopause Policy?

- 1 Clear definition of Menopause
- 2 Symptoms of Menopause
- 3 Reasonable adjustments and good signposting
- 4 Support offered
- 5 Communication mechanisms and toolbox talks

Actions: Raise Menopause Awareness

- Discussions with employees on menopause
- Conduct thorough review of organisational policy and procedures
- Understand minimum legal requirements
- Consult and communicate on menopause policy
- Training / Manager training / Toolbox talks – educate to raise awareness
- Menopause awareness part of induction for everyone
- Use established menopause information sources – Balance app; Newson Health; Peppy Health; CIPD
- Workplace adjustments and other support

Actions: Workplace Adjustments

- Physical environment including temperature / cooling fans
- Rest areas / quiet rooms
- Safe spaces – e.g., staff networks
- Relax uniform policies / cooler clothing
- Flexible working / home working
- Adjusting start / finish times / varying shifts
- Record menopause absence separately from other kinds of absence
- Encourage open conversations including all workers
- Information readily available - and communicated
- Thorough training for all / line manager training

Actions: Supporting a Colleague

- Educate yourself
- Be a patient and supportive listener – no judgements
- Watch ‘banter’ / jokes / comments – let colleague guide conversation
- Offer extra support on challenging days e.g. brain fog
- Help normalize the conversation – talk about menopause respectfully
- Highlight company resources and support
- Encourage a conversation with a manager / HR about adjustments
- Be an advocate



Menopause Warriors

- Officially the **Menopause and Hormone Conditions Network**
- Award-winning employee support group at National Highways
- A safe space for staff to share experiences, access wellbeing resources, and secure reasonable workplace adjustments
- The group's mission is to break the stigma, raise awareness about symptoms and keep individuals as valued members of the organisation
- Collaborated with HR to develop a robust, recognized menopause workplace
- Hosts informative drop-in sessions and events across their offices





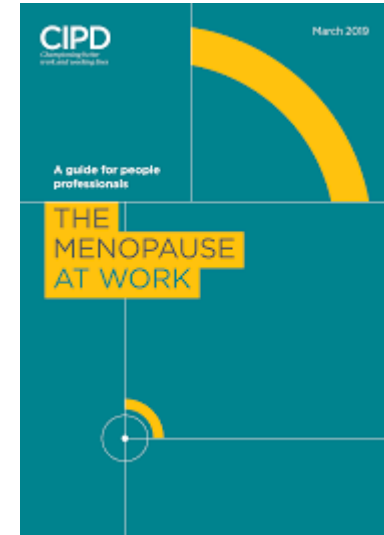
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<https://www.balance-menopause.com/>

Useful Resources

Menopause at work: A guide for people professionals CIPD



https://www.cipd.org/uk/knowledge/guides/menopause-people-professionals-guidance/?gad_source=1&gclid=Cj0KCQjw05i4BhDiARIsAB_2wfClanlyWLAk8Vp3u7o0Q2Fsnno1KgEEWZqc664nrNaTSxx1IU5fBQAaAuUMEALw_wcB

Lynne Hunt

Programme contact details:

www.supplychainschool.co.uk

Alice.Crowsley@supplychainschool.co.uk

Tel: 020 7697 1977



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