



Greater Manchester
Integrated Care

Menopause Awareness

Supporting the wellbeing of our workforce in Greater Manchester



About This Session

- Why we need to talk about menopause
- What menopause is, why it happens and when
- Signs and symptoms
- Managing menopause
- Discussion points ...
- Where more information is available
- Summary

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- What is the average age that menopause happens?
- List three symptoms of Menopause
- How long on average do menopausal symptoms last?
- Mid life weight gain is caused by menopause?
- What percentage of women say menopause symptoms have a negative effect on their work?
- As an employee how likely are you to say you are not fit to work today due to menopause symptoms?
- How confident do you feel about having a conversation with your manager about menopause?
- If you could implement one thing to improve menopause in the workplace, what would it be?

Why we're talking about Menopause

- What can be done to help in the workplace?
- 8 out of 10 menopausal women are in work
- Normalising the conversation breaking the taboo
- Why we're talking about menopause in Greater Manchester

Why we're talking about Menopause

Four reasons to talk about menopause at work:

- **Demographic case**
- **Business case**
- **Social responsibility case**
- **Legal case**



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Menopause Awareness Video

Discussion points

- What did you learn about menopause?
- What difficulties might someone experience at work?
- How can someone be supported at work?

Support for Colleagues



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- We would always recommend colleagues see their GP if they're experiencing menopausal symptoms. A GP can give advice on options including lifestyle changes, natural and medical treatments.
- A colleague should talk to their line manager if menopause is affecting them at work. They can discuss what support they can provide including workplace adjustments.
- This is provided by an external organisation. It is a totally confidential service and is available to all colleagues 24/7. It gives useful advice and counselling on a wide range of issues that may be affecting you at work or at home.
- You might feel that some adjustments to their working environment or pattern will help with menopausal symptoms. As these will vary between individuals, colleagues should speak to their line manager to discuss the potential options.
- If needed, you may refer you to OHA if you're unsure around workplace adjustments.

Examples or Reasonable adjustments

- **Hot flushes** Taking into account temperature and lighting, to help women manage their body temperature. Make desk fans easily available. Consideration around uniforms or dress code.
- **Difficulty sleeping** Review start and finish times. These could be adjusted to take this into account. Informal agreements or flexible working.
- **Tiredness or fatigue** Flexibility around the taking of breaks, or increased breaks during the working day
- **Fluctuating or heavy periods** Changing or washing facilities for women to change clothes during the working day. Access to sanitary products
- **Anxiety, confidence, panic attacks** Regular one-to-one discussions. Referral to Counselling Service

Information for colleagues

- **GM Wellbeing Toolkit-**
- **Guide to Menopause**
- **Eating Well for Menopause**
- **Your Menopause Journey**
- **Menopause is inevitable**
- **Surviving Menopause Dr Louise**
- **Balance App**
- **Mindfulness & Relaxation for Menopause**

Dos and Don'ts Recap

Do

- **Do** know your facts
- **Do** follow process
- **Do** talk about menopause
- **Do** keep an open mind and be flexible
- **Do** provide support and focus on the solution
- **Do** refer to OH, HR if needed

Don't

- **Don't** make assumptions
- **Don't** shy away from conversations about Menopause
- **Don't** share personal information without consent
- **Don't** address performance without checking potential health issues
- **Don't** give medical advise

Changing our attitude to Menopause

Embrace Positivity

- Fabulous
- Capable
- Knowledgeable
- Experienced
- Empowered
- Wise

Stay Fabulous Darling!



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- Three words to describe how you are feeling after today's session?
- Following today's session - As an employee how likely are you to say you are not fit to work today due to menopause symptoms?
- Following today's session - How confident do you feel about having a conversation with your manager about menopause?
- **CALL TO ACTION:** What top tip are you taking away as a result of this session?



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Thankyou