

Menopause in the Workplace



Positivity



Trust and respect



Flexibility



Openness and transparency

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Let's talk about **Menopause**



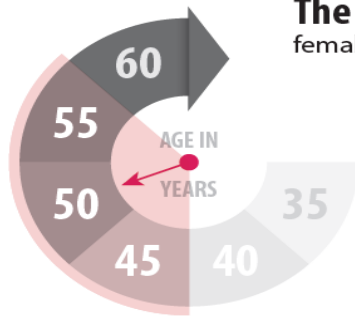
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Why do we need to talk about menopause now?



Health and Work **Menopause Focus**



The menopause is a natural part of female ageing when menstruation stops

It usually occurs between **45 and 55 years of age**, although it can occur anytime up to mid-60s. Symptoms which might affect work include tiredness, poor concentration and memory, and low confidence

Symptoms of the menopause usually last **between 4 and 8 years**



Evidence indicates that approximately **20-25% of women** will have hot flushes which adversely affect their perceived quality of personal and working lives

The average age for women to reach menopause in the UK is **51 years**



Around **75-80% of women** of menopausal age are in work



By 2020 it is estimated that **1 in 3 British workers** will be over the age of 50



Consequently, at any one time a significant proportion of older female workers will experience symptoms which might feasibly **impact on working life**



Sources: NHS Choices & Work and the Menopause: A Guide for Managers – draft Sally Coomber; NHS Choices; Office for National Statistics. Women in the labour market. Newport: Office for National Statistics. 2013; ONS labour market projections 2006-2020; Annual Report of the Chief Medical Officer 2014



Our Workforce



Total workforce: 6290 employees

Females: 72.9%

Females aged 45 and over: 57.4%



What do working menopausal women want?

In pairs/small groups jot down your thoughts



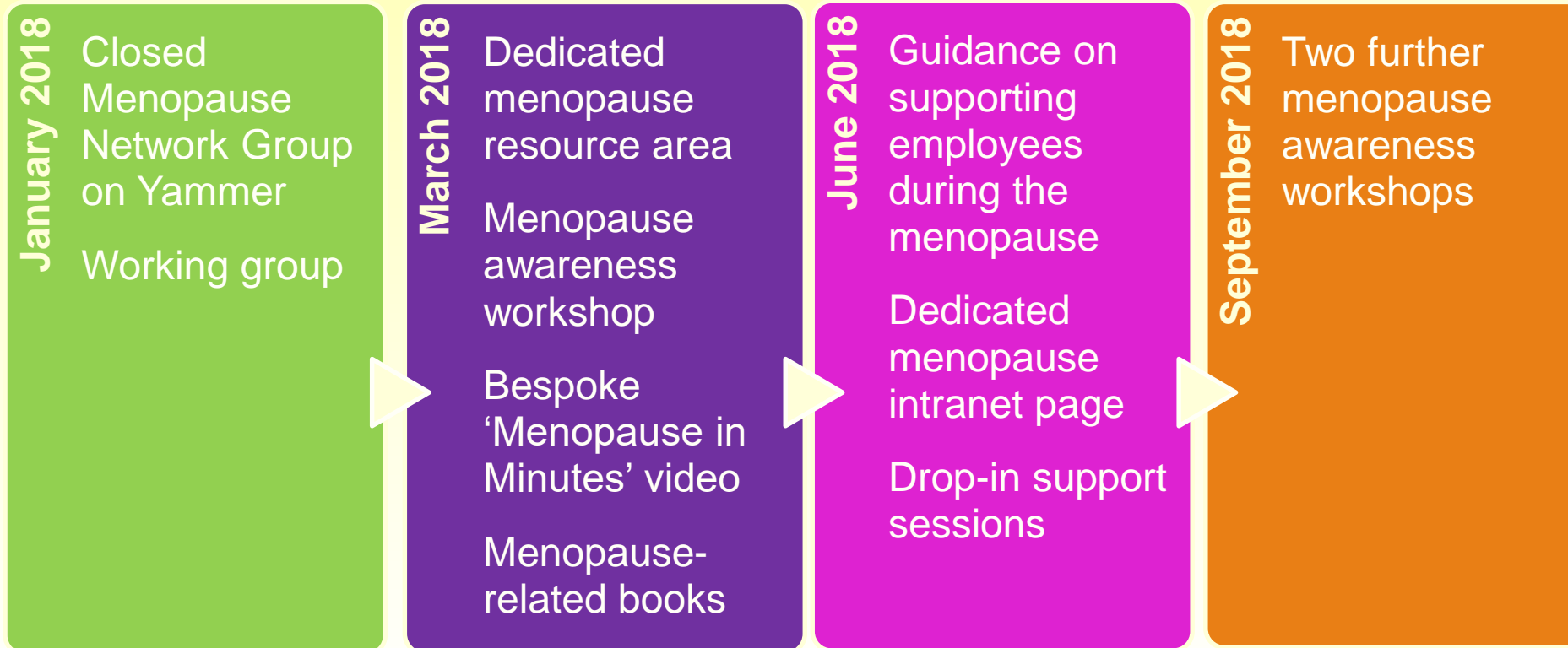
Supporting Employees during the Menopause

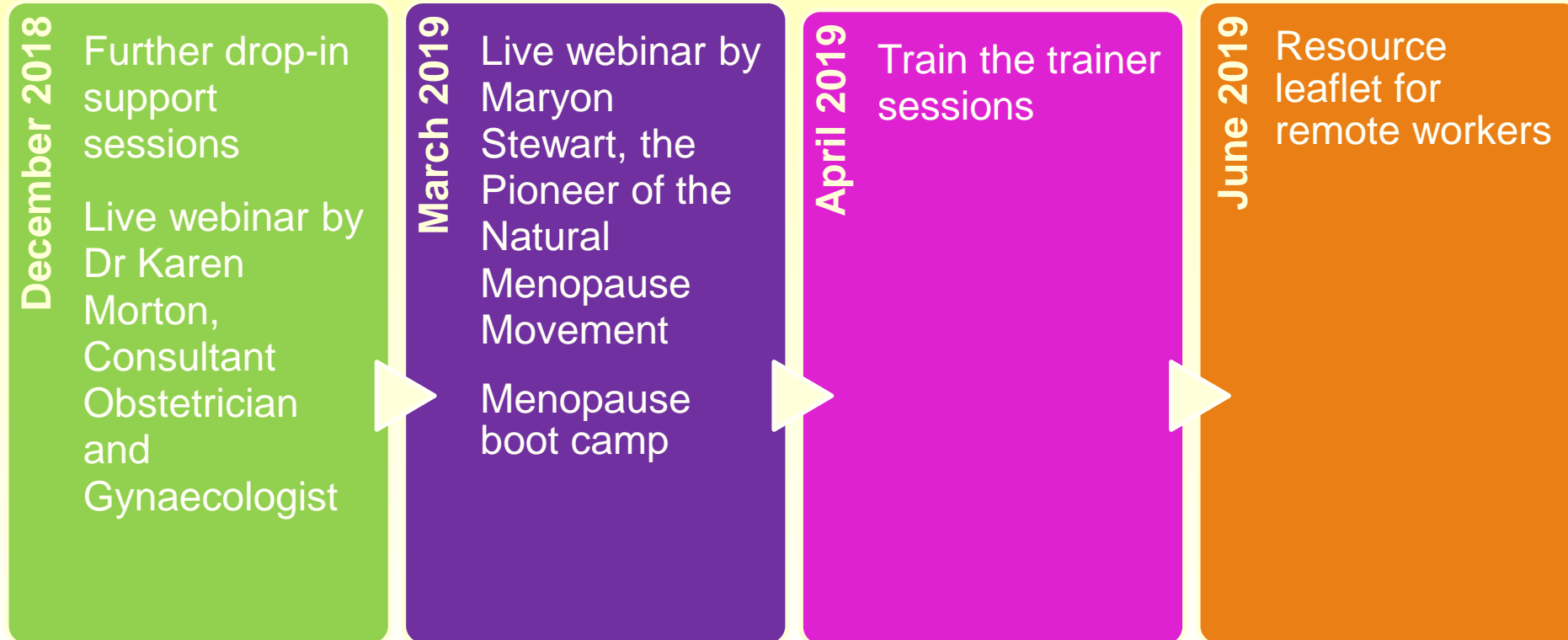
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- Employee and Trade Union engagement
- Integration with other HR and wellbeing policies
- Sharing best practice with other organisations
- The male menopause

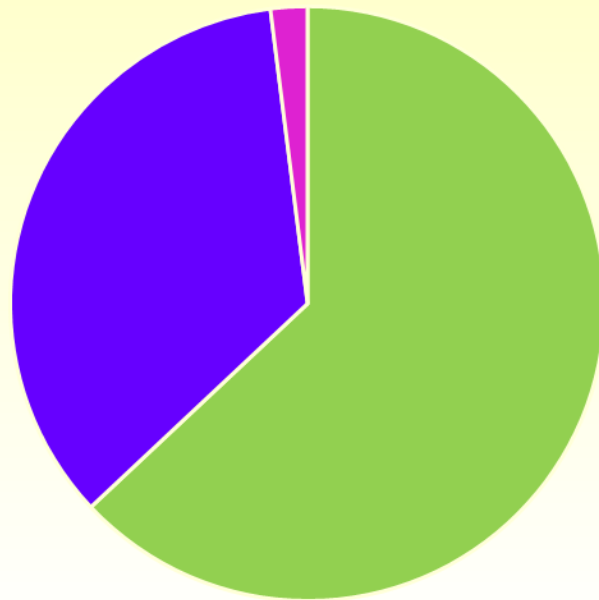






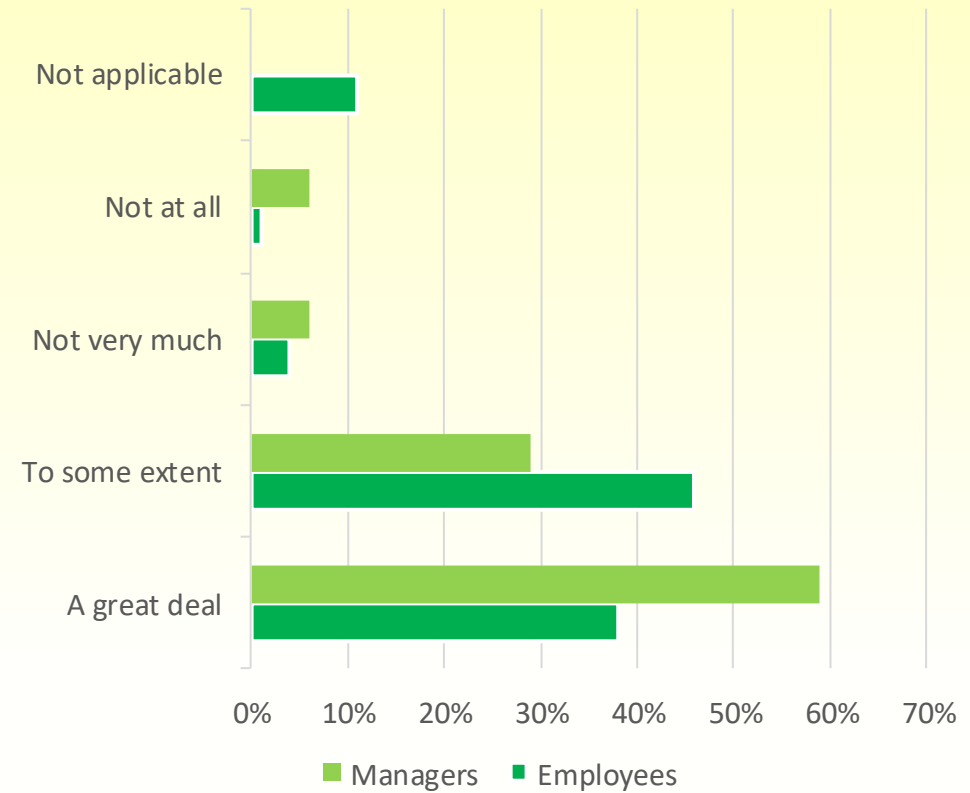
Awareness Raising

How much more aware of the menopause and its symptoms are you?



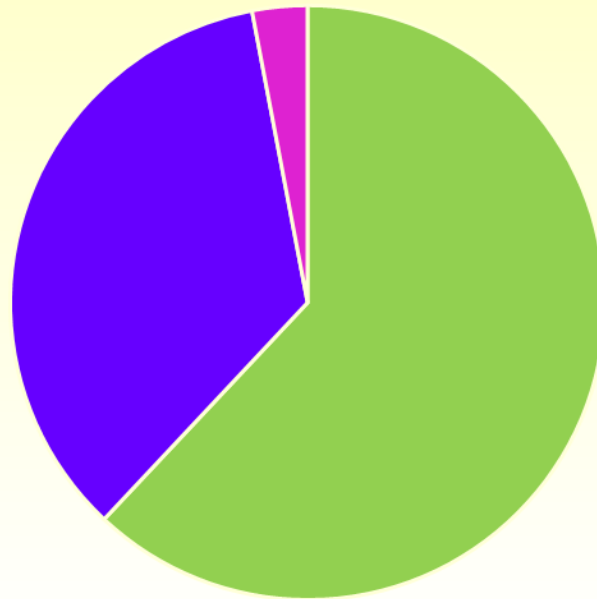
■ A great deal ■ To some extent ■ Not very much

How confident do employees/managers now feel about discussing the menopause?



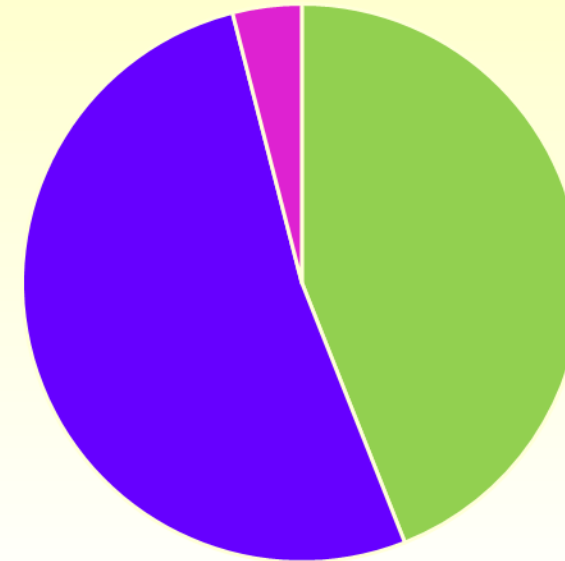
Manager Feedback

How confident do you feel about offering appropriate support?



■ A great deal ■ To some extent ■ Not very much

How successful have conversations been with employees?



■ Very successful ■ Fairly successful ■ Neither



Feedback Quotes

I really didn't understand the impact of the symptoms before attending the workshop. I have felt able to discuss it with my team and have shared my knowledge with friends and family too.

The fact that LCC is doing more to support women going through the menopause is a good reason to stay.

I realised the message was getting through when a male colleague said "I know all about the menopause, I've seen the video".

It makes me feel reassured that I will be working in a supportive organisation when I go through it myself.

It has been a great resource to be able to attend the webinars/briefing sessions. It has brought many women together and they have been able to share their experiences and support each other!

Attending the workshops has given me the confidence to talk to my GP.



- Manager awareness sessions
- Webinars
- Drop in sessions
- Provision for hard to reach
- Case studies/lived experience
- Menohealth sessions



- Get a senior champion
- Secure a budget
- Involve interested parties
- Departmental engagement
- Workshops - separate for managers and staff
- Variety of support methods
- Work with experts
- No end date!





If you would like a copy of our guidance or have any further questions please contact:

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#MakeMenopauseMatter



- What age range does menopause occur on average?
- How long can the symptoms of menopause last for?
- What % of menopausal women are in work?
- What is the % of women who will be adversely impacted by hot flushes?
- Name three symptoms of menopause that could affect a woman at work?

