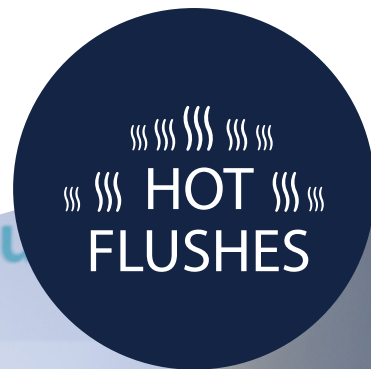


# Menopause and the Workplace – the facts

Menopausal women are demographically, the fastest growing group of workers in the UK

Educating managers is one of the best ways organisations can support menopause at work



## More and more organisations are realising the importance of understanding the impact of the Menopause on their workforce and what this means for HR and Diversity & Inclusion professionals.

The average age range for menopause in the UK is 45 to 55-years-old, and depending on demographics, this can represent a large percentage of a workforce. Menopause symptoms are wide-ranging from hot flushes and memory/concentration challenges to brain fog and severe anxiety with mental health issues.

Every employee's menopause experience is different, but the symptoms can have a significant impact on productivity and motivational levels!



**TM Surveys show that 81% suggest menopause had an impact on their performance**



**98% wanted to see menopause normalised in their workplace**



**Around 3.5 million women aged 50+ are currently employed in the UK**



**Studies show 1 in 10 women who worked during the menopause have left a job due to their symptoms**



**Over 75% of women do not realise their symptoms are due to the menopause which is a challenge to them, their colleagues and employers.**

## Taking positive action?

Inclusive employers are acting now to raise the profile of menopause in the workplace so no employee has to leave work, reduce their hours or take on a lesser role solely through lack of workplace support and understanding.

Employers have a responsibility for the wellbeing of all employees and to ensure diversity and inclusion. Talking about menopause can help improve productivity and reduce absenteeism by leading and encouraging conversations between colleagues around practical needs and support, ensuring positive solutions across all levels of the organisation.

**If we can increase menopause awareness in the workplace and create an environment where individuals feel supported, absenteeism reduces and productivity improves.**



# Let's start Talking Menopause

To enable the organisation to start to really embed awareness and cultural transformation.

## Helping to:

- Engage your managers and employees in the menopause and understand it and its impact in the workplace
- Give employees the confidence to be open about their menopausal challenges
- Support employees on their menopausal journey to ensure productivity levels are managed
- Recognise that menopause at work is everyone's business

## Supporting Menopause

This 2 hour workshop is aimed at all managers with responsibility for their employees wellbeing in the workplace.

It will help you find ways of raising awareness and will explore strategies to create a workplace where menopause is accepted and supported and not taboo!

## Delegates will cover:

- Taking responsibility for the health, safety and wellbeing of menopausal employees
- How employee legislation should impact on decision- making
- What is menopause and who is affected
- The provision of practical tools and solutions
- Case studies in breakout session
- Creating the right culture and environment
- How to approach conversations about the menopause

## Start Talking Menopause

This general awareness session provides an opportunity to raise awareness for all and to encourage employees to start talking menopause!

## Delegates will cover:

- Understand the key facts
- Understand symptoms and how they can be recognised
- Understand the impact in the workplace
- Encourage and identify practical solutions
- Be and feel supported and to be able to offer appropriate support to others





In case you feel nervous about the content, here's some client feedback!

"Thanks to Talking Menopause for providing insight, myth busting and making talking about the menopause easy for me as a man, husband and a leader. Delegates were inspired, conversations have started and work is underway..... The day was a true success. Thank you for your support, encouragement and ongoing commitment to Dorset Police."

**Chief Constable James Vaughan**



"Very informative, professional and tackled in a very sensitive way without causing embarrassment"

**Male Head Teacher, Derbyshire Academy**



"Not a lightbulb moment, but more of a lighthouse one – thank you so much."

**Officer, Devon & Cornwall Police**



If you would like to book a workshop, discuss alternative delivery methods or any bespoke offers to enhance your organisations approach to inclusion and wellbeing

Please contact [info@wmemployers.org.uk](mailto:info@wmemployers.org.uk)

## Investment

**A 60-minutes session with unlimited delegate numbers:**

**Members: £550 + VAT**

**Non-Members: £660 + VAT**

**A 2-hour workshop for up to 40 delegates:**

**Members: £725 + VAT**

**Non-Members: £870 + VAT**

## Meet our experts

### Lynda Bailey



launched Talking Menopause in 2017 to increase menopause awareness, education, and support in the workplace to all employees across a broad range of organisations.

Being acutely aware of menopause and its impact at work, Lynda, as a leader in the her organisation, felt a responsibility to make menopause support at work accessible for all. She believes menopause firmly sits within diversity, inclusion, and gender equality.

As testament to her work the West Midlands Police support group she set up is still thriving helping menopausal employees navigate a way through their symptoms. Lynda won the West Midlands police diamond award for diversity for her menopause work. The first time the award had been given for menopause.

Lynda now uses her management experience, knowledge of effective working practices and menopause education to support other organisations to be menopause confident.

In February 2022 Lynda was invited to give evidence to the Women and Equalities Select Committee menopause inquiry and has also appeared on ITV Central news.

### Sarah Davies



is a multi-lingual, experienced and qualified business coach, facilitator and trainer who launched Talking Menopause in 2017 to increase menopause awareness, education and support at work to women and men across a broad range of organisations [www.talkingmenopause.co.uk](http://www.talkingmenopause.co.uk) She feels passionate about making a difference to people's lives and previously helped Dr Louise Newson launch and as Business Manager manage menopause her clinic (previously Menopause Doctor, now [www.balance-menopause.com](http://www.balance-menopause.com) ).

Sarah is determined to ensure all employees are empowered with evidence-based facts and appropriate support routes to help themselves & others. She previously spent over 10 years in senior international corporate roles before recruiting senior executives with Heidrick & Struggles with the Professional Services and Retail sectors.

Earlier in her career, Sarah worked in International business development and client management positions for global clients. She has played an active role in a number of major cultural change and business transformation initiatives working at Board level.

She often contributes to regional radio programmes, national news and has published a number of articles in various newspapers & magazines