

# Dare to discuss: demystifying menopause in the workplace

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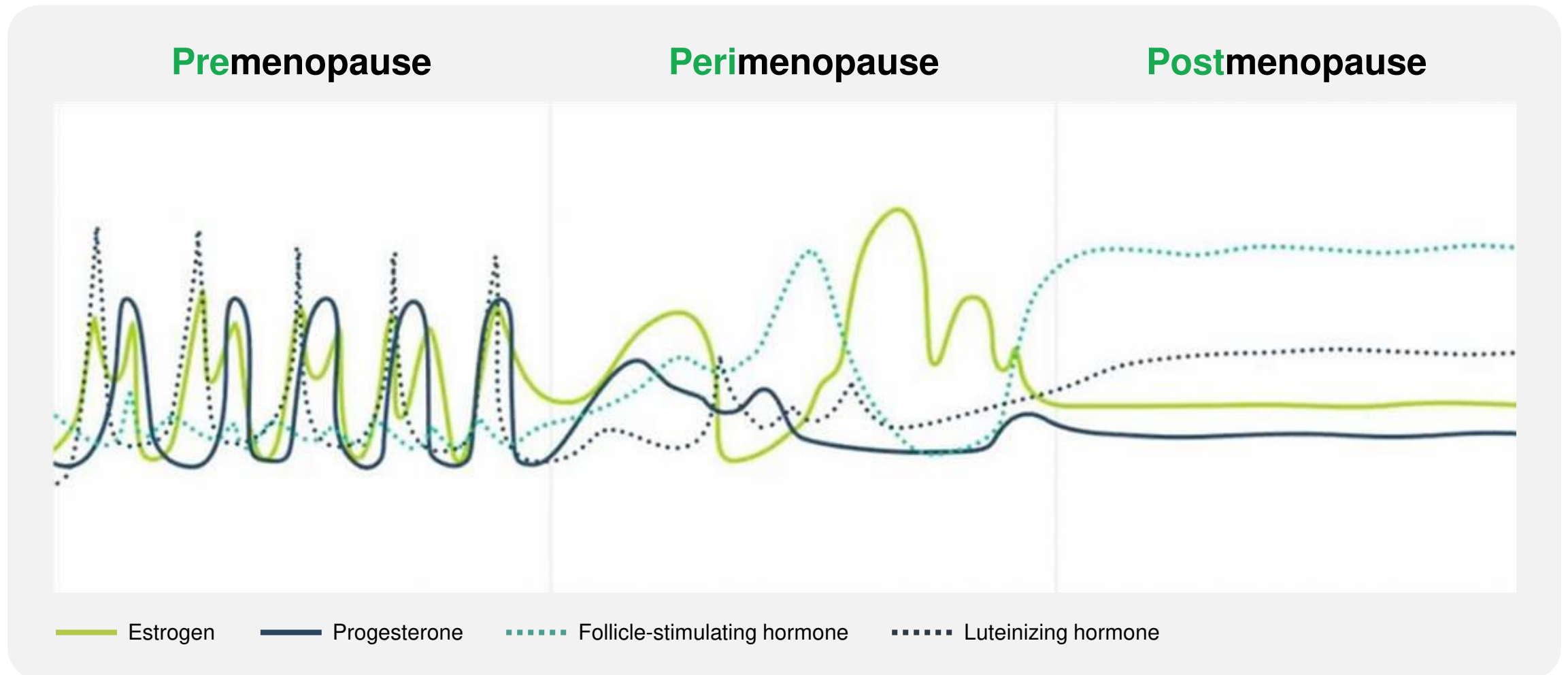
# What is the peri-menopause?

- Experiencing symptoms of the menopause but still having periods
- Average age of the menopause in the UK is 51
- Symptoms can start up to 10 years before your last period
- Symptoms usually at their most severe during the peri-menopause
- No fixed time length



Dr. Francesca Cappelluto  
GP with an interest in menopause care

# The phases



# A woman's relationship with menopause is complicated...



**75% of women in the UK say menopause has made them change their life**



**32% of women feel they are no longer good company**



**38% of partners feel helpless when supporting their partner through menopause**



**33% of women feel less outgoing in social situations**



**51% of women say menopause has affected their sex life**



**23% of women feel more isolated**

# The symptoms



- Irregular periods
- Hot flushes, night sweats
- Dry, itchy skin
- Urinary symptoms
- Vaginal dryness
- Low libido
- Joint and muscle aches
- Headaches
- Irritability
- Electric shock sensations
- Pins and needles
- Fatigue
- Burning mouth
- Bloating
- Thinning hair, brittle nails
- Weight gain

# Mental health



- Lack of concentration
- Low confidence
- Anxiety and panic attacks
- Difficulty sleeping
- Brain fog
- Can make underlying conditions worse e.g. ADHD
- Mood swings
- Suicidal thoughts (1 in 10 women)

# Groups who may need extra support



- Premature Ovarian Insufficiency (under 40)
- Early menopause (40-45)
- Surgical/Chemical Menopause
- BAME
- Disability: physical or neurodiverse
- Transgender



# Sources of information and support



- GP
- Family/friends
- Support groups – online or in person, Menopause Cafes
- Websites: *Rock My Menopause*, *Women's Health Concern*, *Menopause Matters*
- Books: *Va Va Voom* and *The Happy Menopause* by Jackie Lynch, *Spoon-fed* by Tim Spector
- Occupational Health

# How symptoms affect women in the workplace

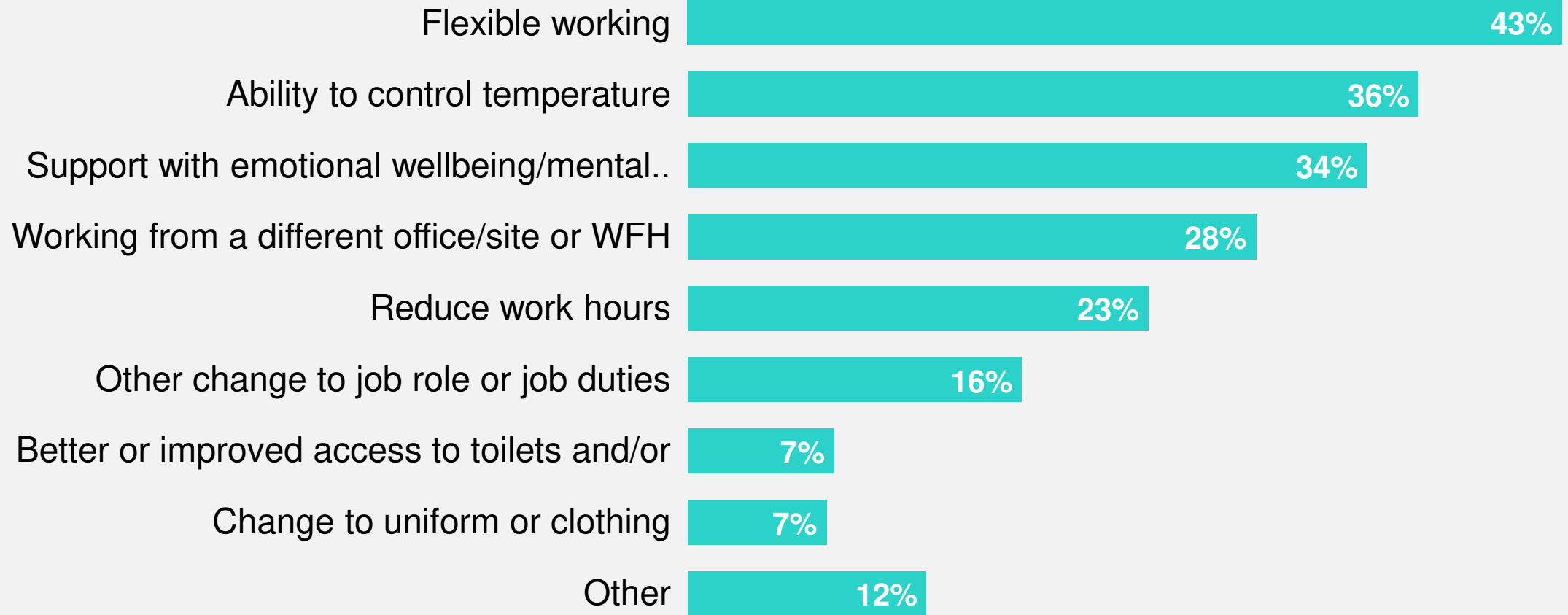
- **1 million** women in the UK have left jobs as a result of menopausal symptoms
- **9 out of 10** women are negatively affected at work
- **99%** women describe at least one symptom
- **25%** of women consider giving up work as a result of symptoms
- The **4 million** employed women in the UK between 45 and 55 make the menopausal age group the largest workforce proportion
- **1 out of 3** women take time off because of symptoms



**Bernadette Thomas**

CEO and Founder of Rosby Consulting  
and The Wellbeing Games

# Adjustments



# Business lens

“I thought I would have to leave my job because I couldn’t cope with my increasing anxiety. It was only when I attended a manager training session that I realised I might be perimenopausal. My company was so supportive and helped me access the help I needed both through our EAP and some minor adjustments at work.”

# Creating a menopause strategy





# Menopause awareness and support

## Education and training

- What is menopause and perimenopause?
- How does it affect women at work?
- What can I do to get help?
- How do I have a conversation with my manager?
- How can I best manage someone going through menopause or perimenopause?

## Workshops

- Menopause and wellbeing
- Self-talk
- Mindfulness
- Nutrition
- Changing the narrative in the workplace
- Compassionate leadership

## Forums

- Voluntary sessions for women to join to discuss ideas to implement for improved conditions
- To create a charter and help drive change - linked to organisation values and strategic priorities

## Policy and processes

- Create and implement a menopause policy
- Environmental and occupational adjustments
- D&I agenda – inclusive language for recruitment or promotions

## Menopause network

- Support network for women going through perimenopause, menopause and post-menopause
- Possible mentoring opportunity

## Coaching

- Individual coaching to support women with career and personal wellbeing throughout perimenopause to post menopause:
  - Mindset
  - Self talk
  - Confidence
  - Career ambition
  - Managing triggers and symptoms
  - Self-advocating

Visit <https://menopause.rosbyconsulting.com> for more information

# | Q&A



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