

National survey – The results

In May 2016, a survey conducted by Ipsos MORI on behalf of the British Menopause Society (BMS), has revealed that one in two women in Great Britain (aged 45–65 who past ten years) go through the menopause without consulting a healthcare professional. This is despite women surveyed reporting on average seven different symptoms and 42% saying their symptoms were worse or much worse than expected.

50%

of women aged 45–65 who have currently experienced the menopause in the past 10 years, had not consulted a healthcare professional about their menopause symptoms.



This despite women reporting on average seven symptoms and 42% feeling their menopause symptoms were worse or much worse than they suspected.



30% of women said their menopause symptoms had impacted their home life.

Many experienced symptoms they did not expect, including:

22%

unexpected sleeping problems/insomnia

20%

difficulty with memory/concentration

18%

experienced unexpected achy joints

More than a third

said their menopause had impacted their work life.

79%

of women surveyed experienced hot flushes and

70%

experienced night sweats



36%

women said their menopause symptoms impacted their social life



50%

reported their menopause symptoms impacted on their sex life

How many of the workforce feel like this?

- My story
- So.....What can be done?

Menopause in the Workplace

What Can Employers Do?

- Raise Awareness

#itsnotjusthotflushes



Menopause in the Workplace

What Can Employers Do?

- **Communicate Appropriately**

Do Not

- Patronise, belittle or imply a woman is less effective at work
- Be flippant
- Harass, penalise or judge
- Avoid conversations

Do

- Treat this life stage like any other condition
- Create space and time for open and honest conversation
- Be supportive
- Be empathetic, not sympathetic

Menopause in the Workplace

What Can Employers Do?

- **Create an Environment**
- Provide training to ensure HR and Line Managers have an understanding of this life stage and how to support their employee
- Update policies and offer guidance
- Tap into services within the organisation
- Temperature control, access to fans and windows if appropriate
- Access to cool drinking water, and hygiene facilities
- Thinner uniforms

Menopause in the Workplace

What Can Employers Do?

- **Be Flexible**
- Are hours fixed, or flexible? Can they be adapted?
- Can alternative uniforms be worn?
- Be aware of an 'off day'
- Give extra time and be patient
- Can support be offered during working hours?
- Offer reasonable micro-breaks

Menopause in the Workplace

Staff Network Group

- Launched in line with World Menopause Day October 2018

We Said, You Did

- Raise awareness across the organisation and NCC
- Expanded and developed health and wellbeing services
- Library sourced books and reference materials
- Requisitions in place for sanitary machines in staff toilets at each site
- Fans
- Enquiries around thinner uniforms
- Managers have an understanding of the symptoms
- Review of Health at Work Policy
- Facebook Group for NHCT and NCC employees
- Friendships, hugs, tears, laughter and understanding we are normal

Most importantly
A safe space to talk

Friendships, hugs, tears, laughter
and normality

Going forward..... embracing it

Any questions?