



Menopause Awareness Session



Jayne Woodman - Founder
The Menopause Team



Menopause Awareness

- The figures
- What is the menopause?
- Why is it in the interests of organisations to acknowledge the menopause?
- What can we all do in relation to the menopause?



Women make up 51.6% of the UK population. 52% of the Welsh population.



The Numbers

- 13 million menopausal women in the UK.
- Women 50+ are the fastest growing segment of the UK workforce.
- In 2022 around 1 in 6 will be 50+.

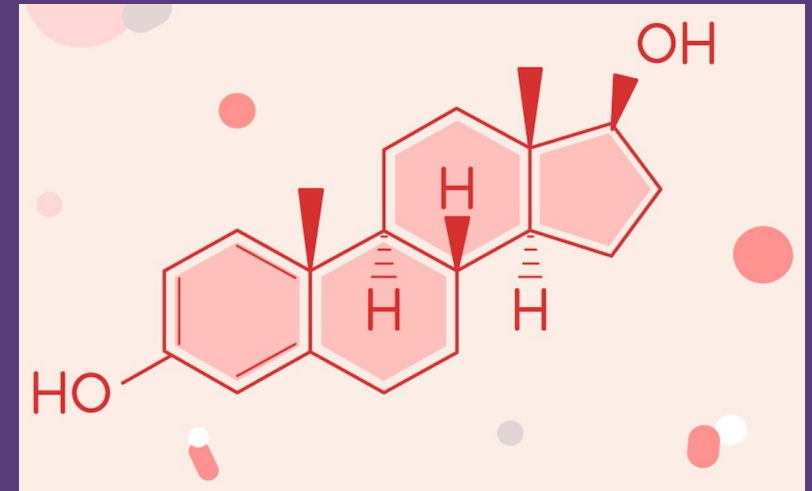
What is the menopause?

Change in **hormone** levels:

- Estrogen (principally)
- Progesterone
- Testosterone

60% - 90% of women experience notable effects.

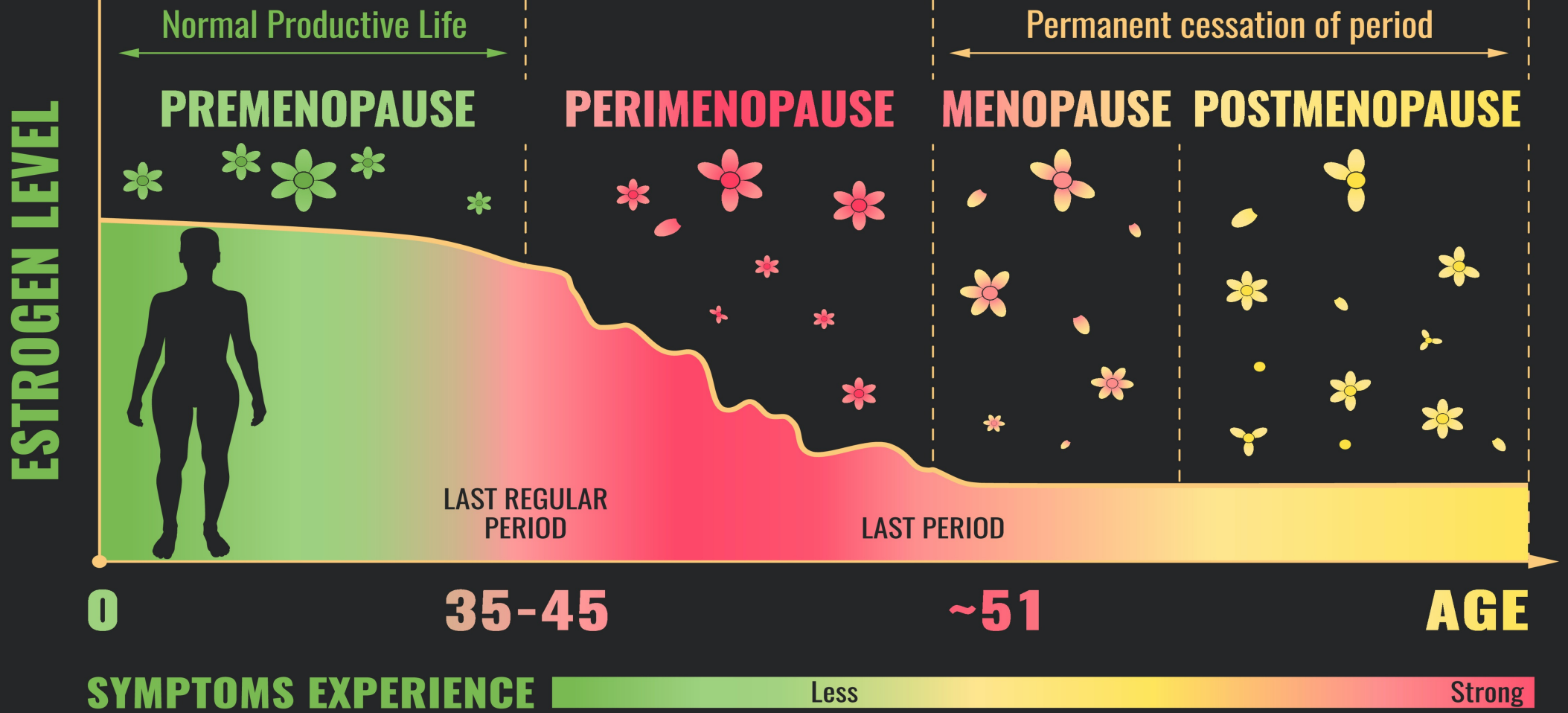
20% of women have severe symptoms (Newson, 2022).



When?

- **Most** women experience the menopause between the ages of **45 and 55**
- Some experience symptoms much **earlier**
- Some trans men, intersex, non-binary people, those who have surgical interventions and those on different hormonal journeys can experience **early** menopause.

STAGES & SYMPTOMS OF MENOPAUSE



The UK Medical Profession



- BMA Report: August 2020

The findings of the report indicate a lack of knowledge and information relating to the modern management of the menopause...and the risks and benefits of various forms of treatment (Challenging the Culture on Menopause for Working Doctors)

- Lack of menopause education for UK doctors. 41% of universities offer no mandatory menopause training.
- Only 143 accredited menopause specialists in the UK.

The Key Menopause Symptoms

Acne	Cold Sweats	Frequent UTIs	Joint Pain	Pain during Sex
Allergies	Depression	Gum Problems	Loss of Libido	Panic Attacks
Anxiety	Digestive Problems	Headaches	Lumpy Breasts	Restless Legs
Bloating	Difficulty Concentrating	Heart Palpitations	Memory Loss	Stomach Cramps
Brain fog	Dizziness	Hot Flashes	Metallic Taste in Mouth	Tinnitus
Breast pain	Dry Eyes	Increased body odour	Mood Swings	Thinning Hair
Brittle Nails	Dry Mouth	Incontinence	Muscle Tension	Trouble with Driving
Bone Fractures	Dry Skin	Insomnia	Nausea	Vaginal Dryness
Burning Tongue	Electric Shocks	Irregular periods	Night Sweats	Weight Gain
Burning Mouth	Fatigue	Itchy Skin	Osteoporosis	

2014

Allergy

Age: 47



Karen - Anxiety

Karen is 48 years old

Occupation: Maths teacher


Factors which can exacerbate the psychological symptoms of menopause

- Aging parents/relatives
- Death of parent, relative or friend
- Loss of partner through death, separation or divorce
- Educational, psychological or marital difficulties of young adult offspring
- Demanding workload and/or threat of redundancy
- Economic problems
- Sandwich generation

(British Menopause Society, 2017)

Self Care Considerations (over time)

- Research a nutrition appropriate diet
- Assess your intake of alcohol, caffeine, nicotine and sugar
- Exercise (strength training, yoga?)
- Mindfulness
- Be proactive about sleep
- General health
- Hobbies
- Support networks
- Spend time outside!



How we are looking after ourselves should be an ongoing conversation.

HRT?

- Balance – Dr Louise Newson
- British Menopause Society



Facts

- 45% Welsh women found their symptoms difficult to deal with (FTWW, 2019).
- 60% of Welsh women said menopause symptoms negatively affected their work (Davies/ITV, 2021)
- Around 30% of Welsh women consider leaving their job (Davies/ITV, 2021)
- Generally in the UK 1 in 10 women actually leave.
- 1 in 5 women do not seek the promotion they deserve.

Why engage with the menopause at work?

- Promote wellbeing.
- Reduce sickness absence.
- Reduce labour turnover.
- Increase productivity.
- Equality.
- Awareness helps build resilience for individuals and organisations.
- Retain female talent and the investment made in training and development.
- Encourage a more diverse and inclusive workforce particularly in more senior roles.
- Avoid reputational damage through potential tribunal claims.



What can we do...?

Generally...

- **Talk** about the menopause. Many women will continue to suffer in silence and under achieve unless there is more open discussion. (Brené Brown)
- **Find out more** about the menopause. Be proactive. Engage men too.
- Establish where you can access **help and support**.

At work...

- Where available read the menopause policy (37%, 2022).
- Help to break through the culture of silence. Promote a **culture of care** and menopause awareness for all.
- Specifically **educate** managers and line managers.
- Identify **reasonable adjustments**.
- Develop a **social media** (Yammer?) menopause group.
- Engage with a **menopause café** or similar (25%, 2022)
- Appoint a **menopause champion**.
- **Encourage menopause awareness** through posters, books and leaflets in communal staff areas and via your intranet.



Carolyn Harris
MP (Swansea
East)

Menopause
Revolution



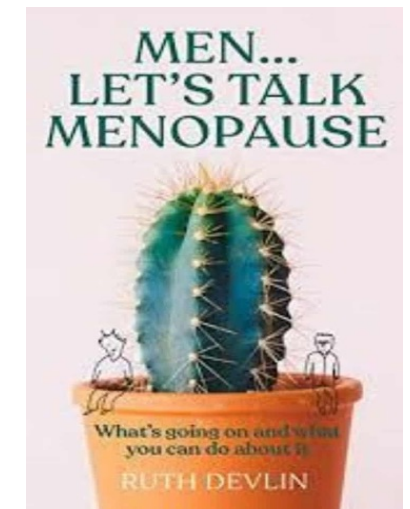
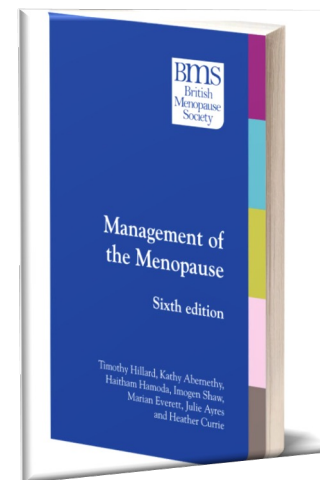
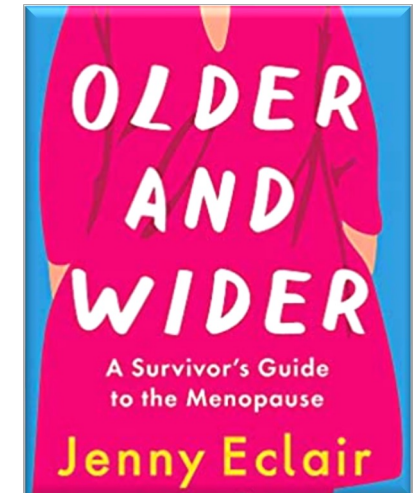
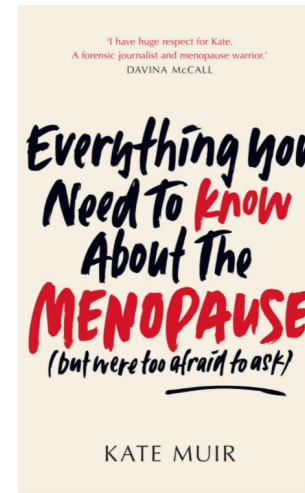
Sophie, Countess of Wessex

Patron of the Wellbeing of
Women Charity

Workplace Pledge

Signpost Resources

- Books



Signpost Resources

- Websites
- Television programmes
- Radio programmes
- Podcasts
- Apps (Balance & Calm)
- The Menopause Team Resource List



balance

Menopause Library

Dr Louise Newson

[BSc \(Hons\) MBChB \(Hons\) MRCP FRCGP](#)

Dr Louise Newson is a GP and Menopause Specialist who works to increase awareness and knowledge of the perimenopause and menopause, and campaigns for better menopause care for all women.





Summary

- **Self Care**

Prioritise your self-care. Develop a strategy.

- **Diary**

Keep a menopause diary. Collect data. Track your symptoms.

- **Research**

Research the menopause stages, related symptoms and potential solutions. As well as adjustments to diet and lifestyle.

- **Engage**

Find and engage with a doctor/specialist who understands the menopause and its treatments.

- **Talk**

Own it! Talk about the menopause with friends, family and work colleagues.

Challenge...

Today please talk to at least one friend, colleague or family member about the menopause...regardless of their age or gender.

Seize the day!



Questions?
Thoughts?
Suggestions?

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