

Discover. Recover. Rise.



Welcome to the first edition of the monthly menopause-support newsletter from EmpowHer Path.

Each month we'll bring you:

- Research and medical insights
- Important industry updates
- Practical tips you can apply today
- Features and focus on menopause related topics



Menopause and heart health – new insights

It's been known for some time that women's risk of cardiovascular disease increases after menopause, largely due to the loss of the protective effects of oestrogen.

Recent research from Yale adds nuance: the benefits of hormone therapy on heart health depend on when it is started. Initiating therapy within roughly ten years of menopause – while blood vessels are still healthy – may help maintain arterial flexibility and reduce plaque build-up, whereas starting later may offer little benefit or even pose risks.

This study helps clarify that menopause should be viewed as a window of opportunity for proactive cardiovascular prevention, not simply an inevitable stage of decline. Early discussion about lifestyle, oestrogen therapy and heart screening can make a meaningful difference to women's long-term health.



Menopause at work – your rights in the UK

In the UK, menopause itself is not a specific protected characteristic under the Equality Act 2010, but if menopausal symptoms lead to a substantial adverse effect on day-to-day activities, they may fall under disability discrimination provisions, or age/sex discrimination. Acas+1 Furthermore, the Equality and Human Rights Commission (EHRC) published new guidance in March 2024 for employers on how to support menopausal employees.



What this means for employers:

Employers should consider appropriate adjustments (cooler workspace, flexible working, additional breaks) for those experiencing menopausal symptoms.

For individuals: If you feel your menopausal symptoms are affecting your ability to work or participate fully, you may have rights and it may be helpful to discuss this with HR or occupational health.

Practical tips for managing the menopause transition

Nutrition check-up:

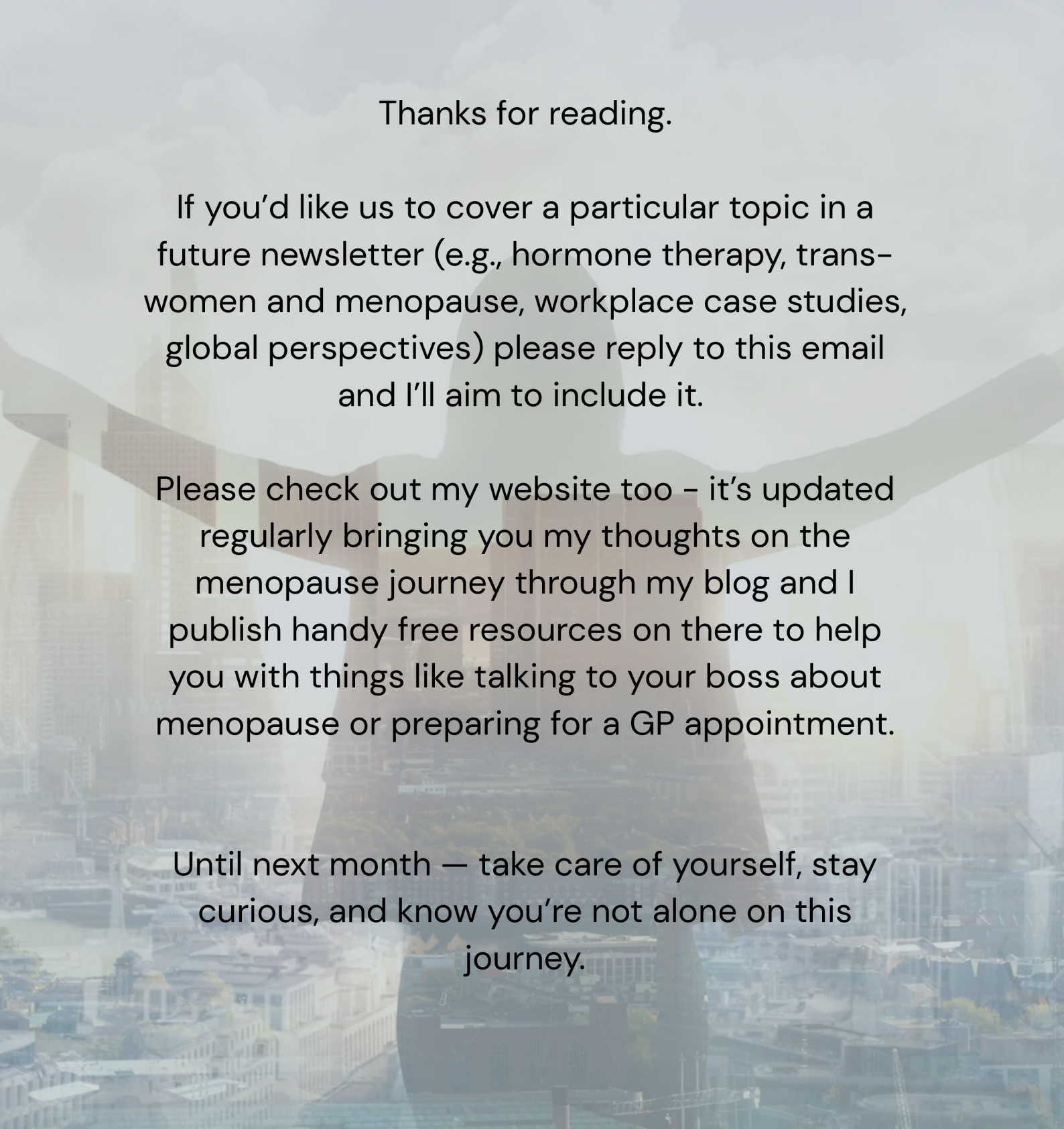
As women move through menopause, risks like metabolic syndrome, obesity and osteoporosis increase. Consider reviewing your diet: increase calcium-rich foods (for bone health), keep processed foods and added sugars lower (for metabolic health), and ensure adequate protein and fresh fruit/vegetables. Keep an eye on your hydration to make sure your digestive system is working optimally.

Workplace adjustment plan:

If you find hot-flushes, night-sweats, brain-fog or mood changes affecting your workday, think ahead: prepare a short list of how your symptoms affect you, what adjustments might help (fan, uniform change, working pattern change) and having that conversation with your manager or HR. Check out the EmpowHer Path website for a handy checklist.

Routine sleep and movement:

Menopausal transitions often affect sleep and mood. Establish a consistent bedtime routine, create a cool bedroom environment, avoid screens just before bed. Aim for at least moderate activity most days (walking, swimming, gentle resistance). Movement supports bone and cardiovascular health, and helps mood and memory too.

A woman with her arms raised in a celebratory gesture, superimposed over a hazy cityscape background. The woman is wearing a dark, long-sleeved top. The cityscape features various buildings and structures, with a prominent bridge visible in the lower left. The overall tone is positive and empowering.

Thanks for reading.

If you'd like us to cover a particular topic in a future newsletter (e.g., hormone therapy, trans-women and menopause, workplace case studies, global perspectives) please reply to this email and I'll aim to include it.

Please check out my website too – it's updated regularly bringing you my thoughts on the menopause journey through my blog and I publish handy free resources on there to help you with things like talking to your boss about menopause or preparing for a GP appointment.

Until next month — take care of yourself, stay curious, and know you're not alone on this journey.