

Discover. Recover. Rise.

November 2025



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

Each month we bring you:

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

As the year winds down, it's a good moment to pause and reflect — especially if you've been juggling work, life and hormonal shifts. This month, we're diving into how menopause affects sleep and health, what your legal rights are at work, and practical strategies to support yourself during this transitional time.



How menopause related sleep disruption affects long term health

Emerging UK research is deepening our understanding of how sleep disruption during menopause links with long-term cardiovascular risk. A 2023 UK Biobank study reports that insomnia — a common non-vasomotor menopausal symptom — is causally associated with higher risk of coronary heart disease.

Another UK-based study (BMC Public Health, 2025) looked at circadian rest-activity rhythms in menopausal women and found that disruptions in daily activity-rest cycles over time are linked to increased multimorbidity and mortality risk.

What this means: Sleep issues around the menopause are not just a nuisance — they may actively contribute to long-term health risks. If your sleep feels fragmented or irregular, it's worth discussing with your GP, especially if you're noticing other midlife changes. You can also visit my website for a handy guide to improving sleep during peri-menopause.



Menopause at work

The Equality and Human Rights Commission (EHRC) continues to provide updated guidance for employers on menopause in the workplace. Their resources help employers understand how to make “reasonable adjustments” for menopausal workers — things like rest areas, temperature control, and more flexible working.

According to British Safety Council reporting, if menopausal symptoms have a “long-term and substantial” impact on daily activities, they could meet the threshold of a disability under UK law — triggering employers’ duties under the Equality Act.



UNISON has also released a practical model policy for menopause in the workplace.

For managers: the Hampshire & Isle of Wight NHS recently published menopause guidance that gives a strong example of how organisations can support staff via line-manager training, reasonable adjustments, and open conversations.

Why it matters: If your work is becoming more challenging because of menopausal symptoms, you do have legal protections. And if you’re an employer or manager, there are very clear, practical ways to make a positive difference.

Practical tips for sleep, stress and self care

Here are three practical ideas to help you navigate stress, broken sleep and midlife workload.

Set up a wind-down routine- Try a consistent evening ritual — even 20 minutes of gentle breathing, reading (on paper), or stretching can anchor your nervous system.

Temperature hack - Keep your bedroom cool, use breathable bedding, and consider a fan or light blanket — small changes in sleep environment make a big difference.

Take micro breaks at work - Try a 5-minute “reset” during your day — walk outside if you can, do a quick breathing exercise, or just pause and close your eyes. It helps reset stress and fatigue.

Optional – for partners / colleagues: If someone you work with or live with is going through menopause, asking a simple question like “Is there a small change that would help you right now?” can go a long way — and shows real care.

Thanks for reading.

Midlife is a time of change — but also of power. You don't have to suffer in silence or “just get through.” Let's lean into rest, rights and self-care. If there's a topic you want to see in next month's issue (HRT, non-hormonal options, partner support, cultural perspectives...), hit reply and let me know.

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.

Best wishes
Jo