

A portrait of a woman with short, wavy blonde hair, smiling warmly at the camera. She is wearing a light-colored button-down shirt with a vibrant pink and blue floral pattern. The background is a plain, light-colored wall. The entire image is framed by a thin purple border.

Menopause Toolbox

by Kathryn Colas

Common Menopause Myths

Myth 1

**There are just three
menopause
symptoms**

Myth 2

**Menopause can
be cured with
HRT**

Myth 3

**Perimenopause
is an
alternative to
menopause**

Myth 4

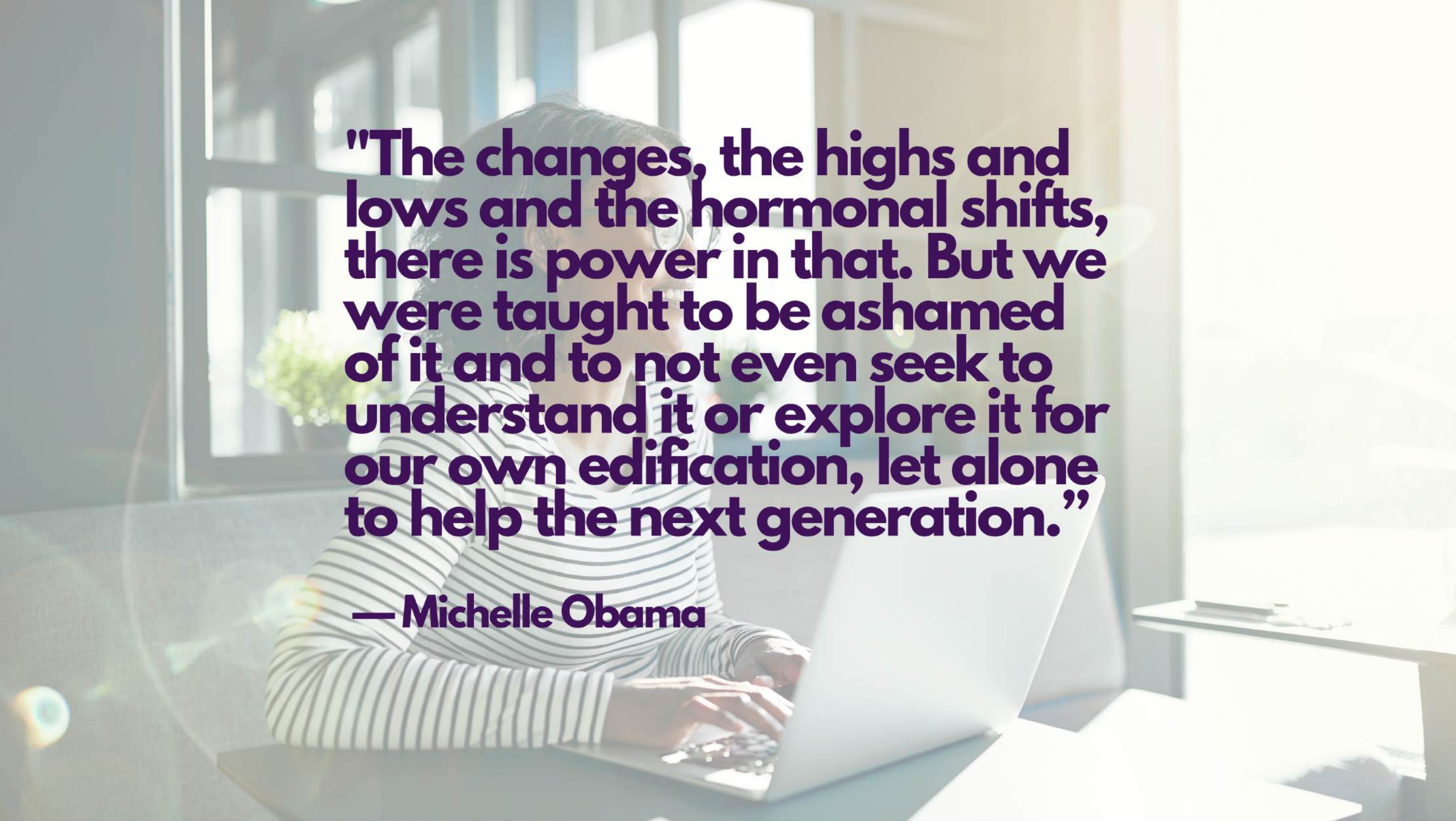
**Menopause occurs in
a woman's 50th year**

Myth 5

**Menopause affects
most women for up
to two years**

Myth 6

**Menopause doesn't
affect women at
work**

A woman with dark hair and glasses, wearing a black and white striped long-sleeved shirt, is sitting at a desk and working on a silver laptop. She is smiling and looking towards the right. The background is a bright, modern office with large windows and a potted plant. The text is overlaid on the image in a bold, dark purple font.

"The changes, the highs and lows and the hormonal shifts, there is power in that. But we were taught to be ashamed of it and to not even seek to understand it or explore it for our own edification, let alone to help the next generation."

— Michelle Obama

What is Menopause?

**Kicks off around
age 35
Peri-menopause
More acute changes
at 45
The Tsunami at 50!**



**It's the end of re
production**



**Menopause is
PMS on speed!!**



**No more monthly
certainty**



**Women have
significant and
different needs**



**Symptoms can
last up to 15
years!**



Research Shows

In Fawcett's 2022 Report, Menopause and the Workplace key findings show that:

One in ten women who worked during the menopause have left a job due to their symptoms.



Eight out of ten women say their employer hasn't shared information, trained staff, or put in place a menopause absence policy.

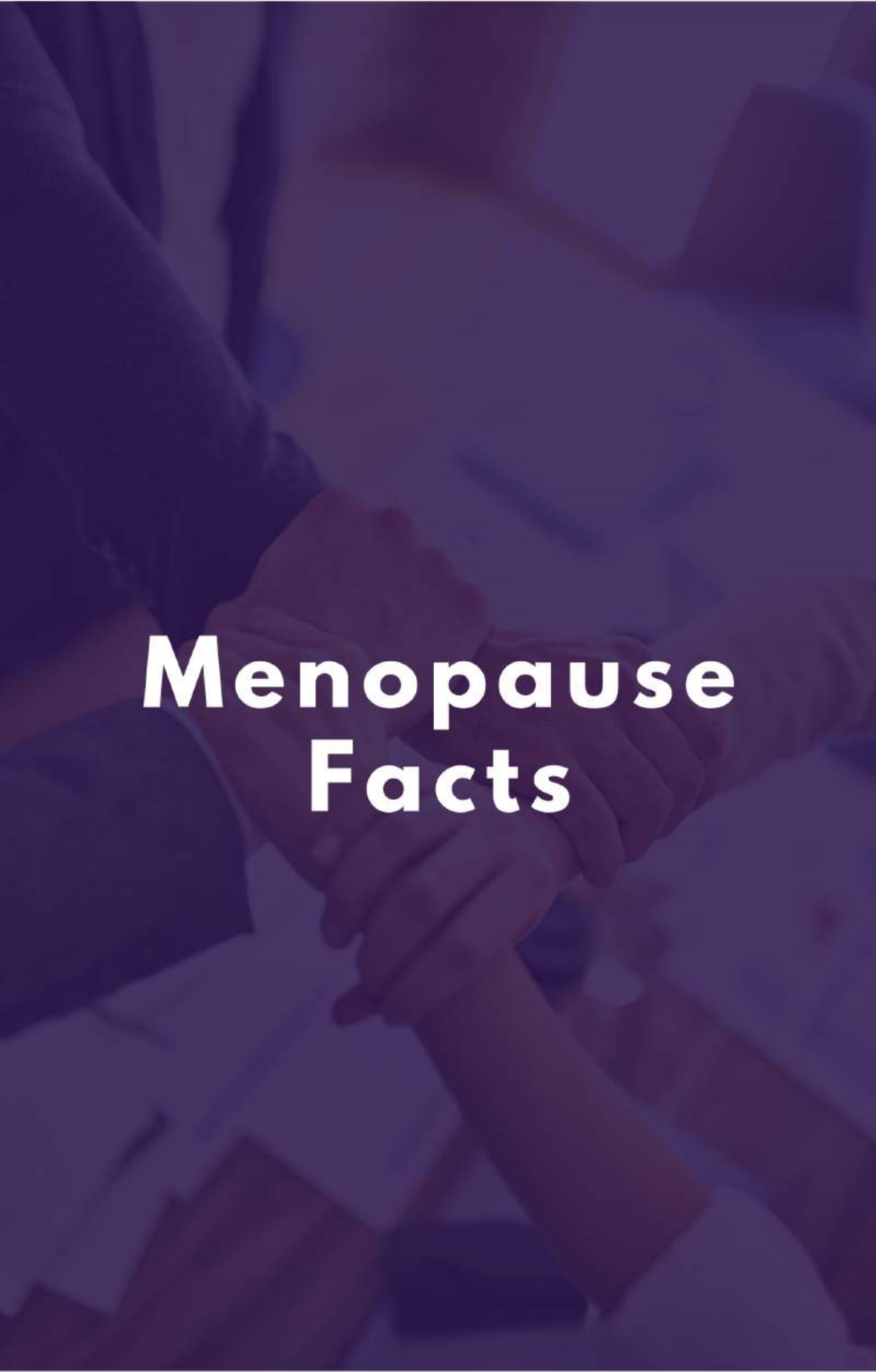


Almost half of women haven't approached their GPs and three in ten have seen delays in diagnosis.



Only four in ten women were offered HRT in a timely fashion.





Menopause Facts

Fact 1

Brain fog is a common symptom of menopause and can cause increased anxiety

Fact 2

POI or premature ovarian insufficiency affects approximately 1 in 100 women

Fact 3

Varying estrogen levels lead to hot flashes and night sweats

Fact 4

The transition phase before menopause is called perimenopause, the average for this to start is 45

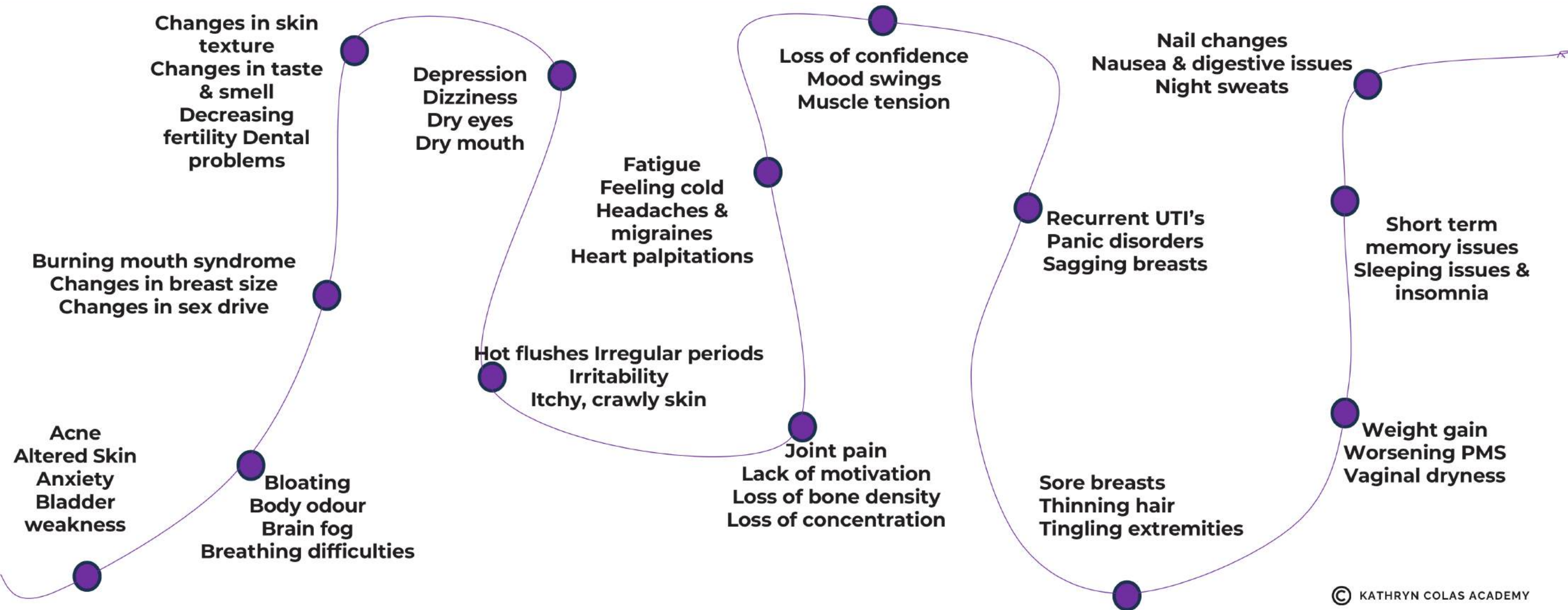
Fact 5

One in ten women have considered resigning from their jobs because of menopause symptoms

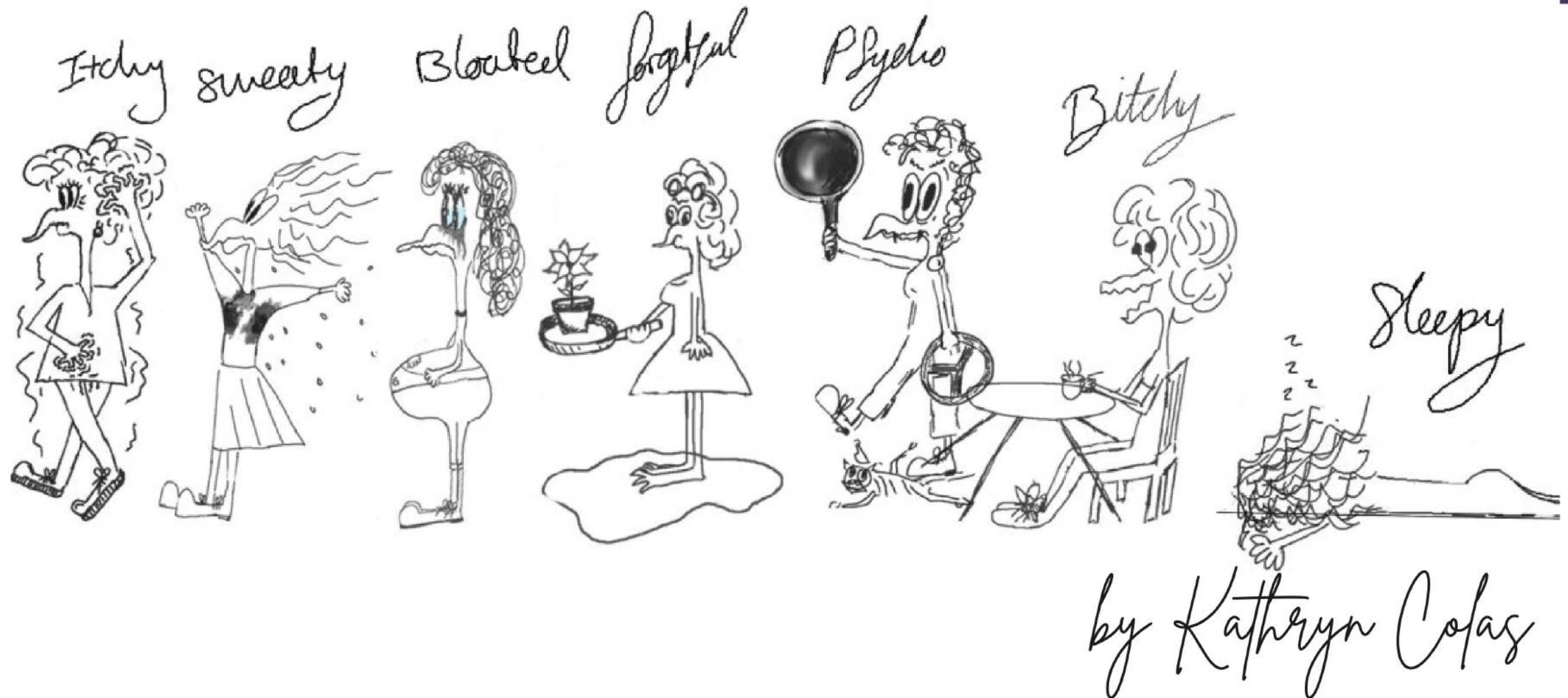
Fact 6

Menopause affects women at work

Menopause Symptoms



The Pause Family



Menopause Traffic Lights



Red Group 1: Age 40 - 60

Vital to incorporate this group into your supply chain of information

Red Group 2: Men Age 40 - 60

Vital to incorporate this group into your supply chain of information

Red Group 3: Early Menopause

Early Menopause: Can be brought on through surgery (cancer treatments or hysterectomy) or other cause unknown



Amber Group 1: Age 30+

Invite to join conversation - Knowledge is power and will help avoid problems later-on.

Amber Group 2: LGBTIQ+ and Menopause

People who identify as lesbian, gay, bisexual, transgender, intersex, queer/questioning, asexual and many other terms may also experience menstrual and menopause symptoms, and this should be borne in mind.

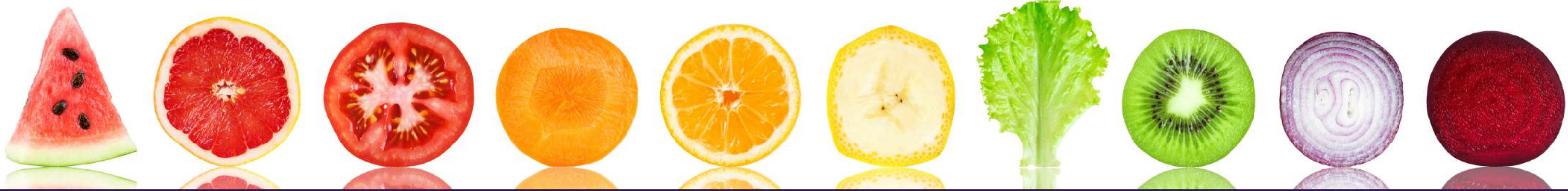


Green Group 5: Age 20 - 50

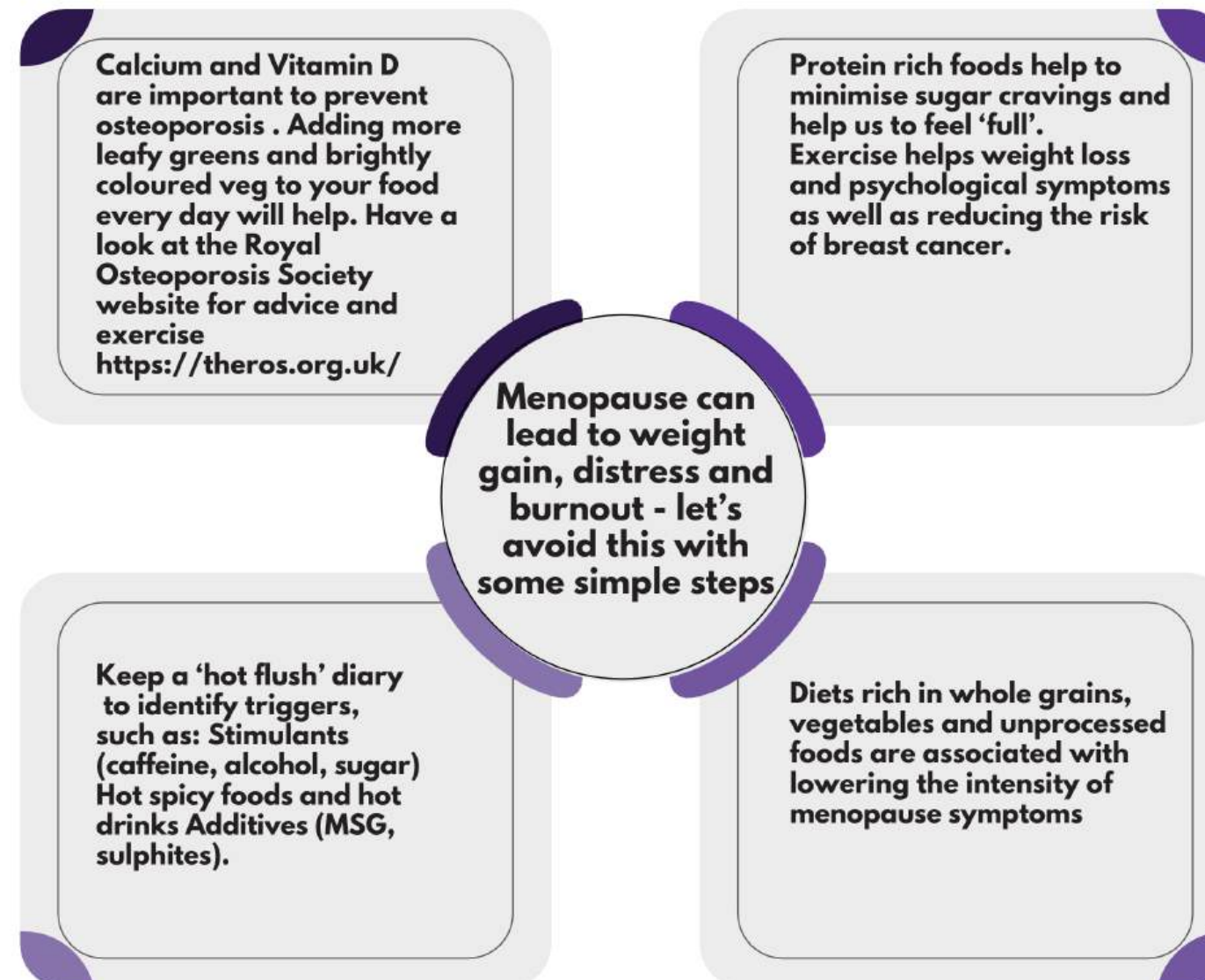
General health awareness to include hormonal health and PMS.

Green Group 4: Age 50+

Health Checks for Type 2 diabetes, Heart health, bone health (osteoporosis), cancers, etc



An overview of the importance of vitamins, minerals and protein



Herbal Interventions

Sage
Some women find it helpful. There has been only one small trial – not enough to shout about, yet.



St John's Wort
May help to relieve anxiety and mood changes BUT interacts with many medications. Check with GP



Red Clover, helps reduce the frequency and severity of night sweats

Black cohosh may help menopause symptoms but not as well as HRT.



Recommended medications for hot flushes: venlafaxine, gabapentin, clonidine (Dr Olivia Om). Please consult a GP





Opening a Conversation



1

What support material should be available for Menopause Champions to share with managers? Traffic Lights for instance?

2

Do you think you will be able to share this information at an executive level? How?

3

As a Menopause Champion, how do you see your role developing? Will you be on your own or have additional support?

4

How would you recommend menopause information is shared at work?



Equality Diversity and Inclusion (EDI) is making sure no one feels left out at work. This could be due to their age, ethnicity, gender, culture, language and many other factors.

EDI is not always fully appreciated in the workplace. Through recognition, any organisation will see better retention and engagement with new staff.

When considering EDI, menopause management should be discussed and aligned with any EDI Policy.

The Legal Issues

Employment law regulates the relationship between employers and employees. It governs what employers can expect from employees, what employers can ask employees to do, and employees' rights at work

There are two main strands of law that may relate to the perimenopause and menopause

The Equality Act 2010 protects workers against discrimination. This includes because of their sex, a disability and their age

The Health and Safety at Work Act 1974 says an employer must, where reasonably practical, ensure health, safety and welfare at work

Risks of sex discrimination, disability discrimination and age discrimination

Menopause and perimenopause are not specifically protected under the Equality Act. However, if a worker is treated unfairly because of the menopause and perimenopause, this may amount to discrimination because, for example, of their sex and/ or a disability, and/or their age

MENOPAUSE BEST PRACTICE ACTIVITY

Best Practice Ideas

- Greater awareness by managers as a possible occupational health issue. Increased flexibility of working hours and arrangements
- Better access to informal and formal sources of support
- Improvements in workplace temperature, ventilation, access to water and healthy food. Integrate Menopause into health & wellbeing agenda
- Create (or review current) Menopause Guidelines leading toward adopting a formal Policy. Improve knowledge through the organisation
- Enhance working practices
- Adopt a long term view of menopause training & support

Sharing Ideas

- Information on notice boards/toilets online/offline leaflets & Guides
- Women's Health Days
- Easily accessible Resources /info/research
- Healthy eating options
- Lunchtime support sessions
- Mentors/Health Champions

“Menopause is an occupational health issue and one that is growing in importance.” TUC

“Menopause presents an Occupational Health issue for some women and for a significant amount of time.”

Research by Prof Amanda Griffiths Uni of Nottingham on behalf of British Occ Health Research Foundation (BOHRF)

Five ways you can support Colleagues in your workplace

1.

2.

3.

4.

5.

Menopause Action Plan

The Plan:

- Who needs to know?
- What Info do they need?
- What is a twelve month plan?

Our Measures of Success:

- Who is involved?
- How will absence be reduced?
- What individual support can we provide?
- Executive sign off by whom?

Timescales:

- What are the priorities
- Specific Actions by when and by whom?

Three Monthly Review:

- What has been achieved?
- What else needs to be done?
 - Additional Sponsorship/Signoff?



Kathryn Colas Academy

Menopause Management for Every Workplace

www.kathryncolasacademy.com