

## MENOPAUSE: THE CLUB NO WOMAN CHOOSES TO JOIN



66% OF WOMEN GOING THROUGH MENOPAUSE SAY THEY HAVE NO SUPPORT AT ALL IN THE WORKPLACE

BECOME ONE OF THE 34% OF ORGANISATIONS THAT DOES!

## Assisting you in *every step* of your Menopause Training requirements

Making menopause an inclusive subject that no one is afraid or embarrassed to talk about helps make your organisation a great place to work, giving employees the confidence to ask for help and support if they need it.

Our menopause training workshops can be delivered in a variety of ways including comprehensive full or part day events, sessions targeted to specific people groups, business owners, line managers, directors, trainer development, team coaching and in a one-to-one format.

We minimise the risk of an employee claim involving menopause. The biggest tribunal fine relating to menopause to date was for **£125,000** – (3<sup>rd</sup> November 2022). Menopause shouldn't be a taboo subject, and everyone should feel they can have a conversation with their line manager, especially when they need support, and guidance and advice.

**Our Menopause Courses & Resource Library *delivers a lot more* than you might expect.**

## Who Could Benefit from This Menopause Awareness Training Sessions?

There are a number of employees who would benefit from attending an 'awareness of the menopause' training session. These include:

**Business Owners**, why you are directly liable for the behaviour of your all employees and how risk can be minimised.

**Line Managers**, whose direct reports include or will include women who go through the menopause.

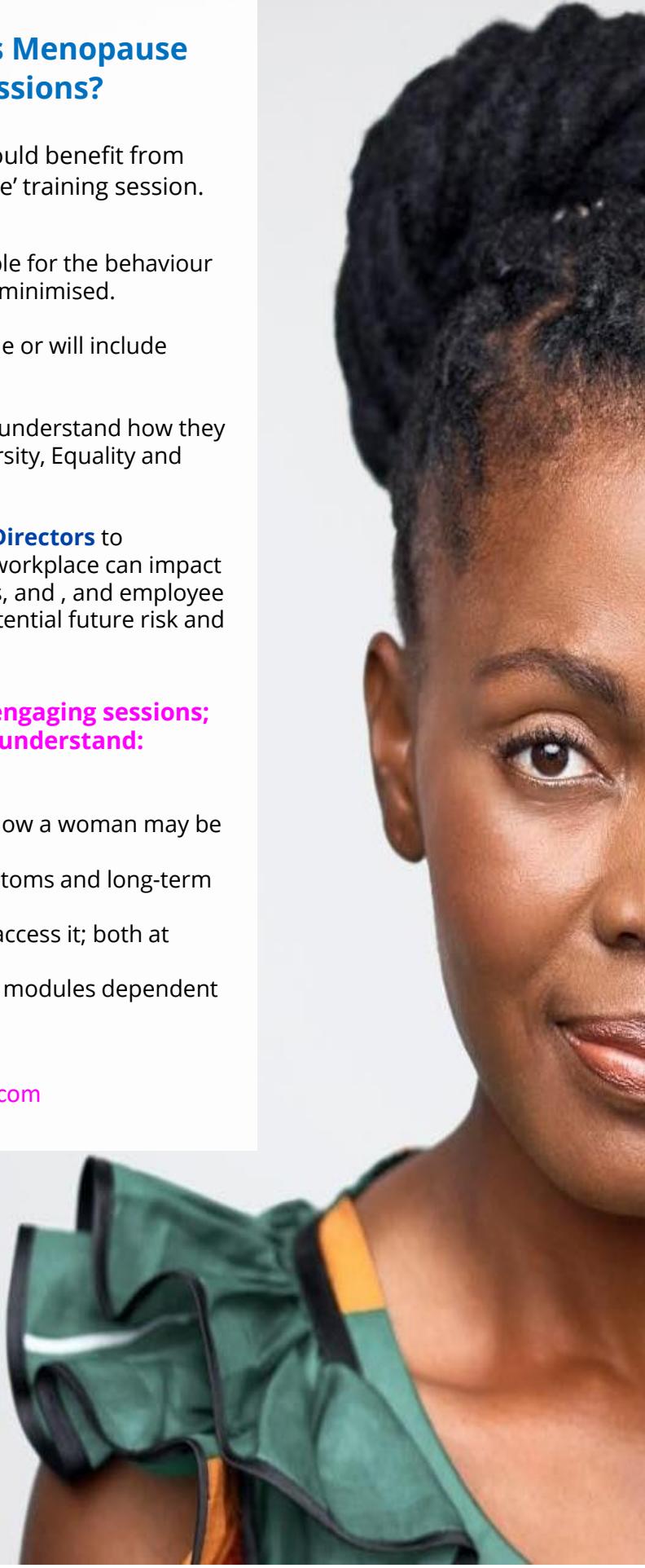
**HR Departments**, to better champion, and understand how they can adjust an organisations Wellbeing, Diversity, Equality and Inclusion strategies and associated policies.

**Senior Managers, Heads of Services and Directors** to understand how menopausal issues in the workplace can impact on the organisation's policies, culture, ethics, and , and employee engagement levels and how to minimise potential future risk and ensure governance and best practice.

**In all our educational, interactive and engaging sessions; we help employees of all levels to fully understand:**

- What is menopause;
- How to recognise the symptoms and how a woman may be affected by it;
- The options available to manage symptoms and long-term health
- What support is available and how to access it; both at work and outside work
- We cover up to 30 menopause related modules dependent on the length of session chosen.

[www.menopause-awareness.com](http://www.menopause-awareness.com)



# At the end of our menopause awareness courses attendees will:

- Recognise why it's important to talk about menopause at work and provide support;
- Know the key facts about menopause and how it could affect someone at work;
- Understand how to support themselves or their colleagues;
- Feel confident to talk about it and take action to minimise risk – whether that's asking for support or providing it to those who need it.



- Approximately 13 million women in the U.K are either peri or post menopausal
- 4 out of 10 women do not seek medical advice even though their Menopause symptoms are worse than they expected.
- Symptoms of the menopause usually last between 4 and 8 years but can be as much as 12 years.



Each workshop can cover up to 25+ menopause related modules, virtual and non-virtual, and will typically include a comprehensive awareness session, a question-and-answer session, and time for open discussions and to offer guidance and advice. All our workshops can be adapted to be run virtually or in-person with our Principal Consultants.

Raising awareness about the menopause throughout your organisation will sufficiently equip your Directors, line managers and leaders with the necessary guidance, facts and information to help them effectively manage the menopause in the workplace and within their teams and minimise future risk.

FROM START TO FINISH, WE WILL GIVE YOU THE RIGHT MENOPAUSE POLICIES, FACTS, GUIDANCE, PRACTICES AND CULTURAL CHANGE KNOWLEDGE FOR YOUR BUSINESS.

## Here's the Menopause facts:

- 3.5 million women aged 50 and over in employment, a 72 per cent rise since 1994.
- Around 75-80% of women of menopausal age are in work.
- 75% experience symptoms, of which 25% experience serious symptoms.
- Symptoms can last up to 15 years
- Over 60% of women experience symptoms resulting in behaviour changes
- 1 in 4 women will experience severe debilitating symptoms
- 4 out of 10 women do not seek medical advice even though their Menopause symptoms are worse than they expected.
- Symptoms of the menopause usually last between 4 and 8 years but can be as much as 12 years.
- 2020 Wellbeing of Women survey revealed that 25% of women going through the menopause had considered leaving work because of their experiences.



# Supporting you every step of the way



## MENOPAUSE WORKSHOP OVERVIEW

Our Menopause Workshops are tailored for a range of audiences, whether that be women struggling to manage the symptoms of their menopause, their line managers, individuals who are transitioning, male colleagues or a mixture of everyone.



## VIRTUAL AND NON-VIRTUAL

Each workshop, virtual and non-virtual, will typically include a comprehensive awareness session of up to 25+ modules, a question-and-answer session, and time for open discussions and to offer guidance and advice. All our workshops can be adapted to be run virtually.



## INTERACTIVE WORKSHOPS

Our workshops are interactive, and renowned for being hugely engaging, which is found to be especially important when discussing such a sensitive subject - one that is still considered, by many, to be taboo subject area. Raising awareness about the menopause throughout your organisation will sufficiently equip your personnel with the necessary facts and information to help them effectively manage the menopause in the workplace.



## LINE MANAGER AWARENESS SESSIONS

The main aim of our awareness sessions is to equip attendees with non-biased, evidence based facts on the menopause, giving them the confidence to start a menopause conversation at work and securing the right communication tools and knowledge to explore practical solutions to help themselves or their colleagues.

Our Line Manager Awareness Workshops seek to address this by focusing on the manager's role by considering:

- The provision of practical guidance, tools and solutions
- 'Reasonable adjustments' in the workplace
- How to practice inclusive management through leadership
- Creating the right culture and environment
- How to approach conversations about the menopause



## MEN ONLY WORKSHOPS

Feedback from male employees who have attended our workshops has shown that many men fully appreciate being given the opportunity to learn the facts about the menopause and how symptoms can seriously affect their female partners and colleagues. Many men have expressed relief at finally understanding this period of transition in a woman's life and being able to offer appropriate support. Comments received state *"I have even become a better husband as a direct result of attending your menopause awareness sessions"*



## AT THE END OF THE AWARENESS COURSES ATTENDEES WILL:

- Recognise why it's important to talk about menopause at work and provide support;
- Know the key facts about menopause and how it could affect someone at work;
- Understand how to support themselves or their colleagues;
- Feel confident to talk about it and take action to minimise risk – whether that's asking for support or providing it to those who need it.

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# How Menopause Awareness can help you

Our Menopause Awareness Workshops provides, Business Owners, employees and line managers practical advice on what they need to know about the menopause to effectively support their team.

Our professional 'Menopause at Work Resource Library' includes over **500+** documents including:

- Policies and Procedures,
- Range of e-books,
- Case Law Review,
- Checklists, transgender and non-binary support
- Statistics, Line Manager Handbooks,
- Factsheets and Guides,
- Workplace Posters,
- Menopause Quiz,
- Risk Assessments, LBGTQAI+ support
- Menopause Survey and Questionnaires,
- FAQ..... and much more !.

Contact us to get the full overview of 30 categories



**To Activate Your Menopause Accreditation, Menopause Training & Line Manager Awareness Days**

**Contact us directly**



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