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WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Menopause Awareness Session

Jayne Woodman - Founder
The Menopause Team





University of
South Wales
Prifysgol
De Cymru



Ford Motor Company



Mariella Frostrup (2021)

“For years women have believed that menopause is something to fear and that it signals the beginning of the end. But its time for a rebrand and a more positive approach”

“...the whole biological shift needs a rebrand.”

“...the menopause train does not take you to the end of the line, but heads towards the stations of Better Life, Happier Relationships and Who Cares What They Think.”





Carolyn Harris
MP (Swansea
East)

Menopause
Revolution

Menopause Awareness

- The figures
- What is the menopause?
- Facts and suggestions
- What can we all do in relation to the menopause?



Women make
up 51.6% of
the UK
population



The Numbers

- 13 million menopausal women in the UK.
- Women 50+ are the fastest growing segment of the UK workforce.
- Currently 1 in 8 women at work in the UK are 50+. By 2022 around 1 in 6 will be 50+.
- 75 – 80% of menopausal women are at work.



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What is the menopause?

Change in **hormone** levels:

- Estrogen (principally)
- Progesterone
- Testosterone

80% of women experience notable effects

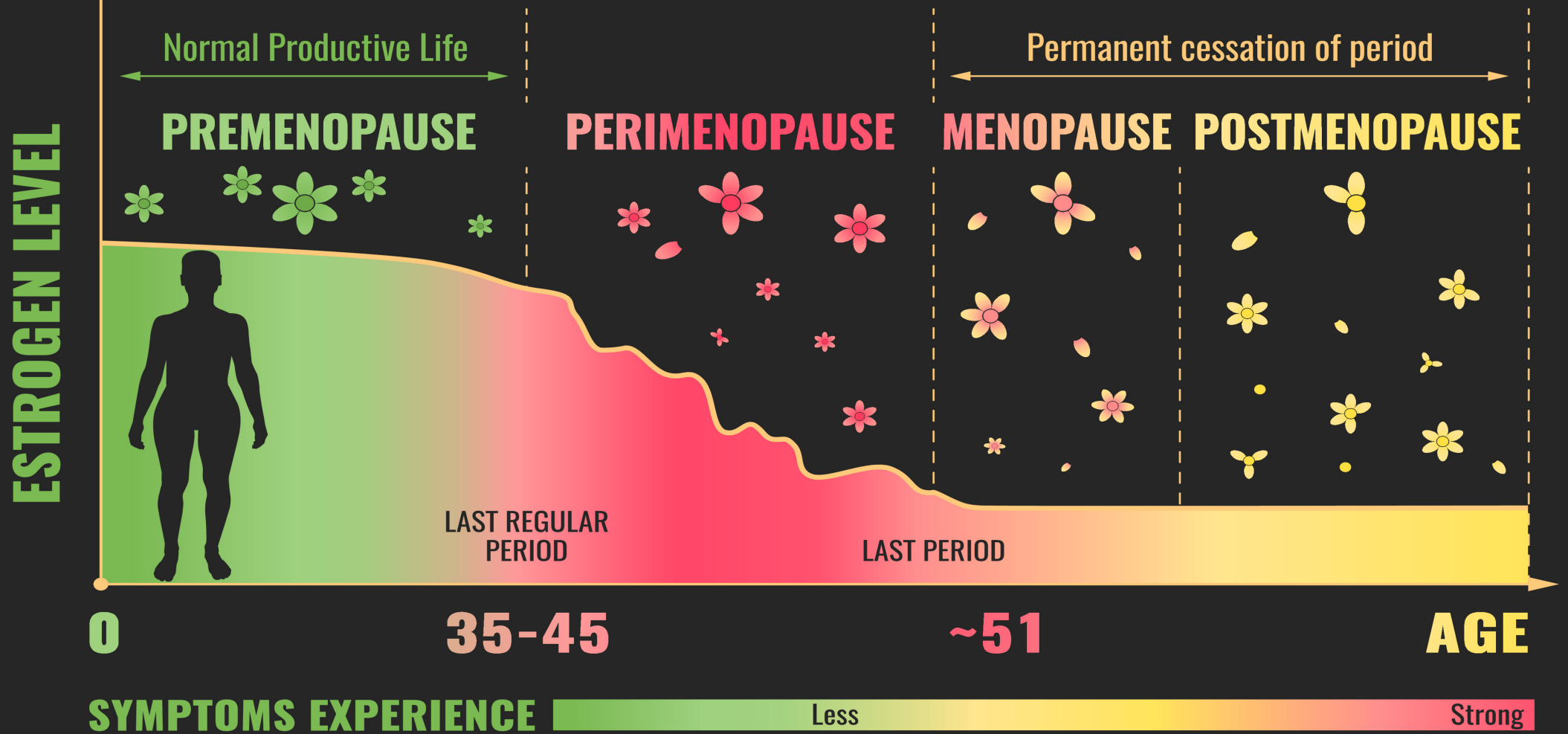


When?

- **Most** women experience the menopause between the ages of **44 and 55**
- Some experience symptoms much **earlier**
- Some trans men, intersex, non-binary people and those who have surgical interventions can experience early menopause.



STAGES & SYMPTOMS OF MENOPAUSE



Challenging the Culture on Menopause for Working Doctors

(BMA Report August 2020)

- The findings of the report suggest a lack of knowledge and information relating to the modern management of the menopause...and the risks and benefits of various forms of treatment.
- There is a lack of education relating to the menopause amongst UK doctors. 41% get no mandatory training at university.
- There are only 143 accredited menopause specialists in the UK.
- Many GPs obtain menopause information from unregulated sources.



Menopause Symptoms: Physical and Psychological

Allergies	Electric Shocks	Muscle Tension
Anxiety	Hair Loss	Night Sweats
Bloating	Headaches	Osteoporosis
Body Odour	Heart Palpitations	Panic Attacks
Breast Pain	Hot Flushes	Broken Sleep
Brittle Nails	Incontinence	Tingling Extremities
Burning Tongue	Irregular Periods	Vaginal Dryness
Dental Health Issues	Irritability	Weight Gain
Depression	Itchy Skin	
Difficulty Concentrating	Joint Pain	
Digestive Problems	Loss of Libido	
Dizziness	Memory Loss	



2014

Allergy

I am 47 years old

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)





You can't
pour
from an empty cup.
Take care
of yourself
first!

HRT?



Facts

- 45% Welsh women found their symptoms difficult to deal with (FTWW, 2019).
- 25% have severe symptoms (Newson 2018).
- 43% of women are too embarrassed to ask for employer support (Steadman, 2021).
- Currently in the UK 1.6 million sick days due to the menopause.
- 30% Welsh women consider leaving work because of their menopause symptoms.
- 1 in 10 women in the UK currently leave their job.

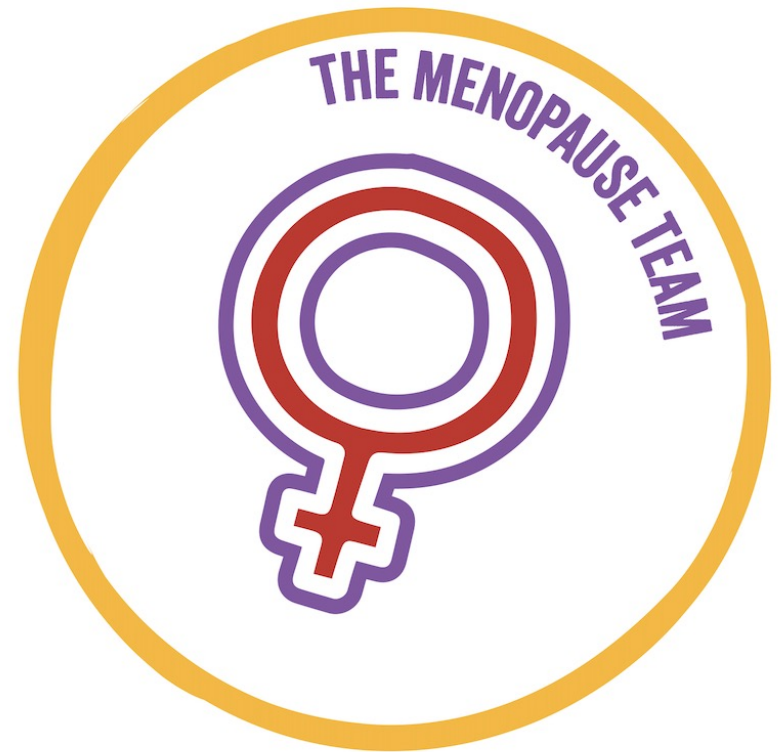


The Business Case: Why engage with the menopause at work?

- Promote wellbeing
- Reduce sickness absence
- Reduce labour turnover
- Increase productivity
- Increase morale, loyalty and engagement
- Retain the investment made in the employee
- Legal duty to ensure working conditions do not aggravate employee health symptoms - and to protect employees from discrimination
- Promote a diverse and inclusive workforce



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**.



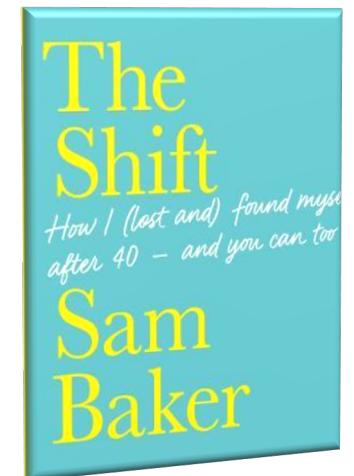
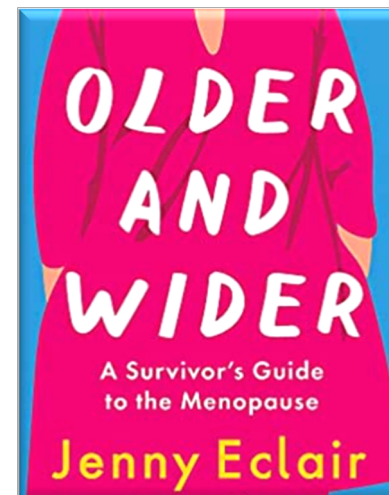
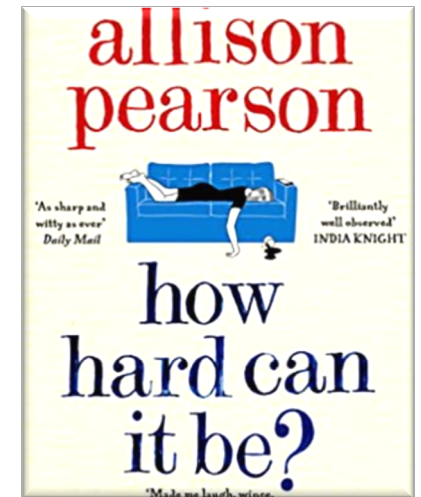
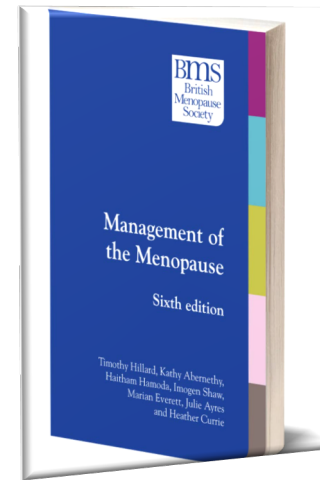
At work...

- **Review** and **update** existing policies. Where necessary create a new menopause policy.
- Help to **break through the culture of silence**. Promote menopause awareness for all.
- Specifically **educate** managers and line managers.
- Identify **reasonable adjustments**.
- Communicate the involvement of the **senior leadership** team.
- Consider appointing a **menopause champion**.
- Organise a regular **menopause café**.
- **Promote menopause awareness** through posters, books and leaflets in communal staff areas and via the intranet.



Signpost Resources

- Books
- Websites
- Television programmes
- Radio Programmes
- Podcasts
- Apps (Balance)
- The Menopause Team resource list





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.

- **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?



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