

Menopause

at NCH&C



What's the ambition?

Raise awareness and reduce taboos around menopause. To encourage open conversations, and for all staff to access the support they need.

What can you expect?

- We've funded 3 individuals to complete menopause workplace training. These individuals will deliver training to managers and signposting to individuals
- We're updating our Menopause Guidance to incorporate more information for all
- We will continue to share information and resources for all via a variety of communication channels
- We will be providing an informative colleague workbook to help individuals prepare for conversations with their manager about how menopausal symptoms are affecting their work, or to help plan a conversation with their GP

Why is it important?

There are 3.5 million women over 50 in the workplace, with just under 1 million women working in the NHS (960,000)

In the UK, the average age for women to go through the menopause is **51**
But around **1 IN 4** experience menopause before age 40

Technically, menopause is only one day in a woman's life, which occurs exactly 12 months after her last period. The menopausal time consists of three stages: perimenopause, menopause, and postmenopause. Together, these stages can last **4-8 YEARS**

3 OUT OF 4 women experience menopause symptoms, and **1 IN 4** experience serious symptoms

Menopause symptoms can have a significant impact on attendance and performance in the workplace.

1 IN 4 women consider leaving their job as a result of menopausal symptoms.

With the population living and working longer, menopause is not just a female issue. Everyone needs to be aware of how it could affect their colleagues or staff, and how to support them appropriately.

