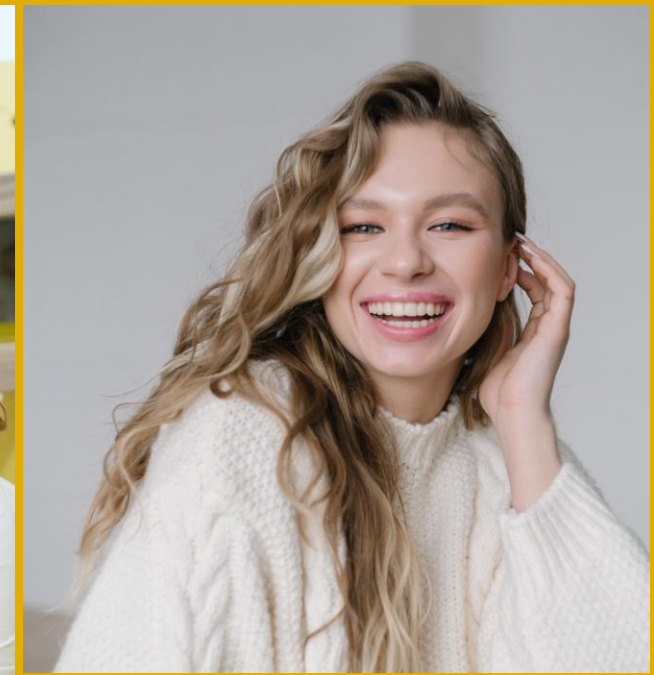
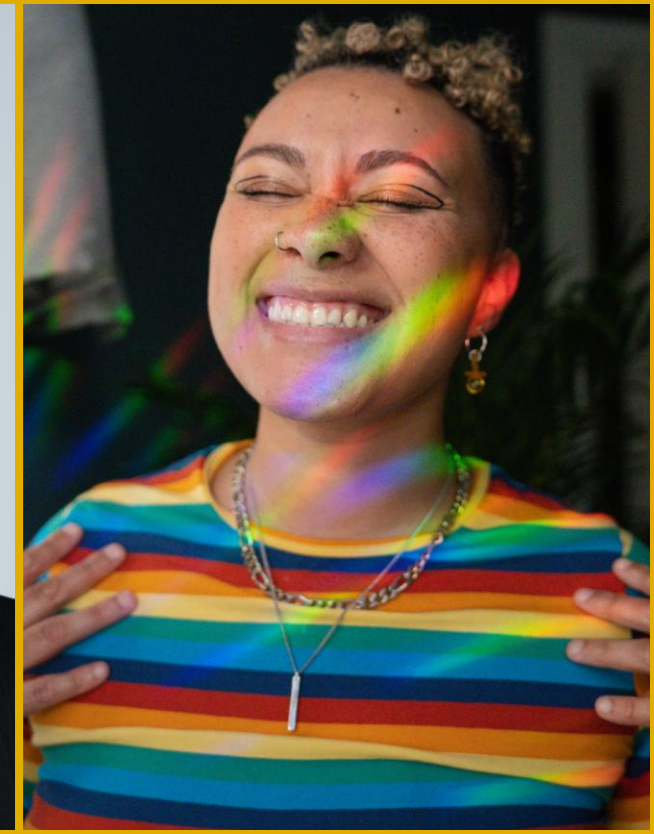




Creating Menopause Inclusive Workplaces



Welcome

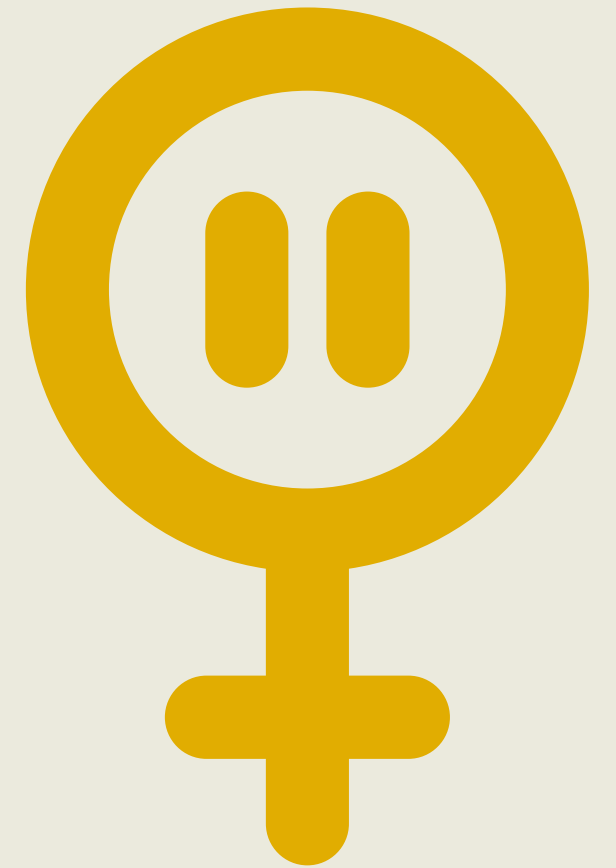


- 15+ years corporate training
- MSc Organisational Psychology
- Mental Health at Work
- Perimenopause journey
- Founder Menospace



Stand up if...

- You know someone who has experienced menopause
- You've worked with someone experiencing menopause
- You've never received menopause training
- You wouldn't feel completely confident having a menopause conversation at work
- Your organisation has no menopause action plan



Quiz: Myth or Fact?

1. Menopause only affects women over 50
2. Menopause can affect memory and concentration
3. Men can play an important role in menopause support
4. Menopause can be considered a disability under the Equality Act
5. Every woman experiences menopause in the same way

Why does menopause at work matter?

**1 in 3
peri/post
menopausal**

**Biggest
demographic
in the
workforce**

**13% are
leaving work**

Why does menopause at work matter?

**Costing
economy 11
billion**

**1 in 10
stepping
back**

**£30,000
to replace
one staff
member**

Menopause inclusion challenge

Sarah is a high-performing employee. Recently she has been experiencing:

- Poor sleep
- Brain fog
- Anxiety
- Hot flushes



Her performance has started to dip and she appears less confident in meetings.

What could her manager do tomorrow that costs nothing?

Practical Adjustments



Flexible working/additional breaks



Temporary adjustments



Drinking water



Temperature control

Practical Adjustments



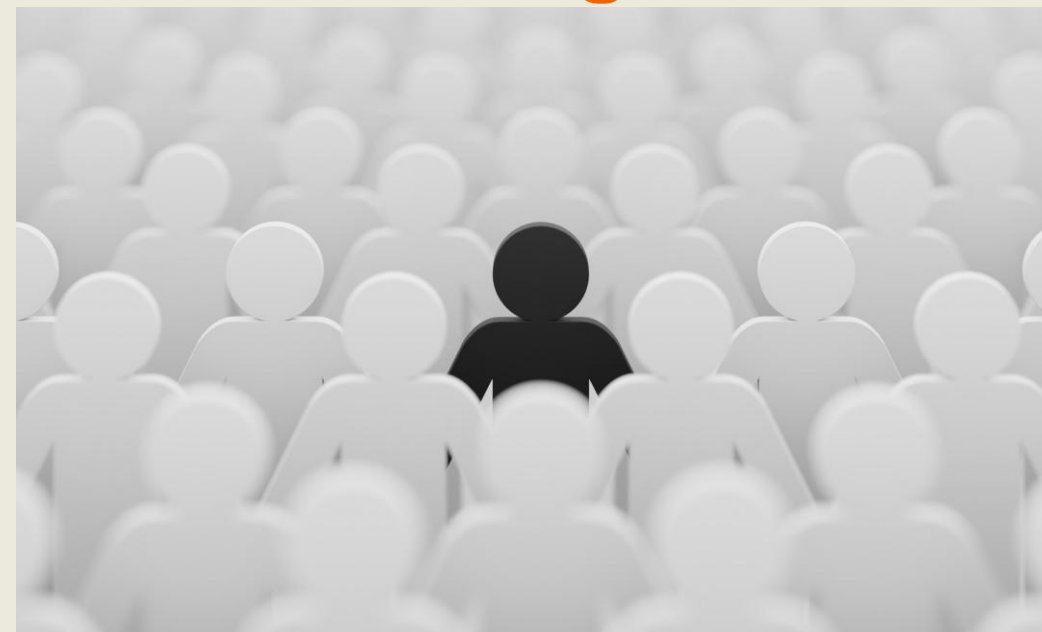
Layered uniform



Sanitary products/Black Cardigan



Quiet room



Individualise - ASK THEM

Often the solution isn't expensive, it starts with a conversation.

5 Steps - Menopause inclusive workplace



One Thing You Will Do

What is ONE action you will take in the next 30 days to make your workplace more menopause inclusive?



Contact



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