



MENOPAUSE AWARENESS

LIVERPOOL HEART AND CHEST HOSPITAL



Liverpool Heart and Chest Hospital
NHS Foundation Trust

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Before we start.....



Take notes



Ask Questions



Join in

Activity

What 3 words would you use to describe the menopause?

Negative Rhetoric



Menopause in the Media

iNews 20th March 2021

'Women in midlife are the butt of jokes': How ignorance around the menopause is driving women out of work

The INDEPENDENT 28th April 2021

Menopause policy to be introduced at City Hall, says Sadiq Khan

There are also plans for the wider Greater London Authority to implement the policy

The Guardian 23rd July 2021

MPs to examine lack of support for working menopausal women

The Guardian 18th October 2021

Timpson praised for offering to pay for HRT prescriptions for staff

But campaigners say menopause drugs should be free in England as they are in Scotland and Wales

BBC NEWS 8 April 2022

Menopause: Women 'borrowing HRT drugs due to shortage'

The INDEPENDENT 11th November 2019

The workplace is not fit for purpose when it comes to the menopause

It might be the latest buzzword in corporate feminism, but most companies are failing menopausal women.

MailOnline 1 July 2021

Women are waiting up to a YEAR before GP spots menopause: Most patients visit doctor several times with symptoms before they are diagnosed

BBC NEWS 23 April 2022

Sleepless nights for women due to HRT shortage

THE TIMES March 17 2022

Coming soon: 'Woman caught buying HRT from a BMW at 3am'

INDEPENDENT 6 September 2021

'Disrupt and destroy day to day lives': Menopausal women forced to fork out thousands of pounds for treatment

iNews 19 October 2021

The desire to be as slim as possible in our 20s and 30s is putting women's bodies at risk after menopause

iNews 18 October 2021

Menopause: How to talk to your boss about it, when it's the last thing you want to do

INDEPENDENT 6 October 2021

'Fear of being labelled hysterical: 1 in 10 women experience suicidal thoughts due to perimenopause

Exclusive: 'Many women are suffering in silence, not even talking to their partner or spouse about it,' says expert

The Guardian 12th October 2021

Menopause brain: the inability to think clearly is not 'all in your mind'

Some women worry they have the early signs of dementia. For many it's a relief to discover the fog is hormone-related

Employer News MAR 8, 2022

Attendance to Workplace Menopause Events grows by more than 450% as UK businesses seek to retain experienced female talent

BBC NEWS 12 November 2021

Menopause: Bereaved husband urges men to spot mental health signs

INDEPENDENT 19 October 2021

Poor bone health in menopausal women rising, study finds

Experts warn of 'huge burden on health and social care systems glo

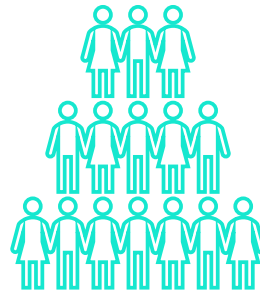
Why the Silence

‘We’re living like it’s not happening’
(Obama, 2020).

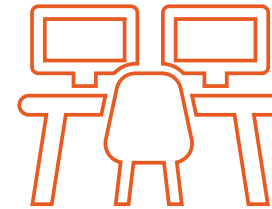


Menopause And Work

“A cultural zeitgeist menopause can cause psychological distress, erratic behaviours and sick leave through women and employers being unaware of the consequential impact menopause can have on health and well-being”. (Potts, 2021)



There are 15.5 million working women in the UK.



5.1 million women 50+ are experiencing menopause at work.



Nearly 1 million women have left jobs due to menopause.

Menopause the Impact



Globally – menopause directly affects 51% of the population



Culturally – minority groups more severely impacted



Financially – women leaving work early is contributing to the pension pay gap, also pension and NI contributions



Healthwise – multiple trips to the GP are often required



Politically – inquiry into menopause in the workplace could lead to mandatory policy



Inclusively – menopause isn't gender specific



Socially – symptoms impact quality of life and relationships

Men Supporting the Menopause

The age women transition through the menopause correlates with divorce rates - highest amongst the 45-55 age group

Women are having children later in life - teenagers will experience puberty as mum is transitioning through the menopause

Female suicide peaks at age 51, coinciding with the average age for menopause in the UK

At work women perceive men won't understand or will show bias so may not ask for help

Menopause In Context



5.1 million women over 50 are in the workplace.



Women over 50 are the fastest growing workplace demographic.



Approx. 80% of women experiencing menopause are in work.



14 million annual sick days are taken resulting from menopause symptoms



Nearly 1 million women have left jobs due to menopause.



It costs approx. £35k to replace a lost employee.

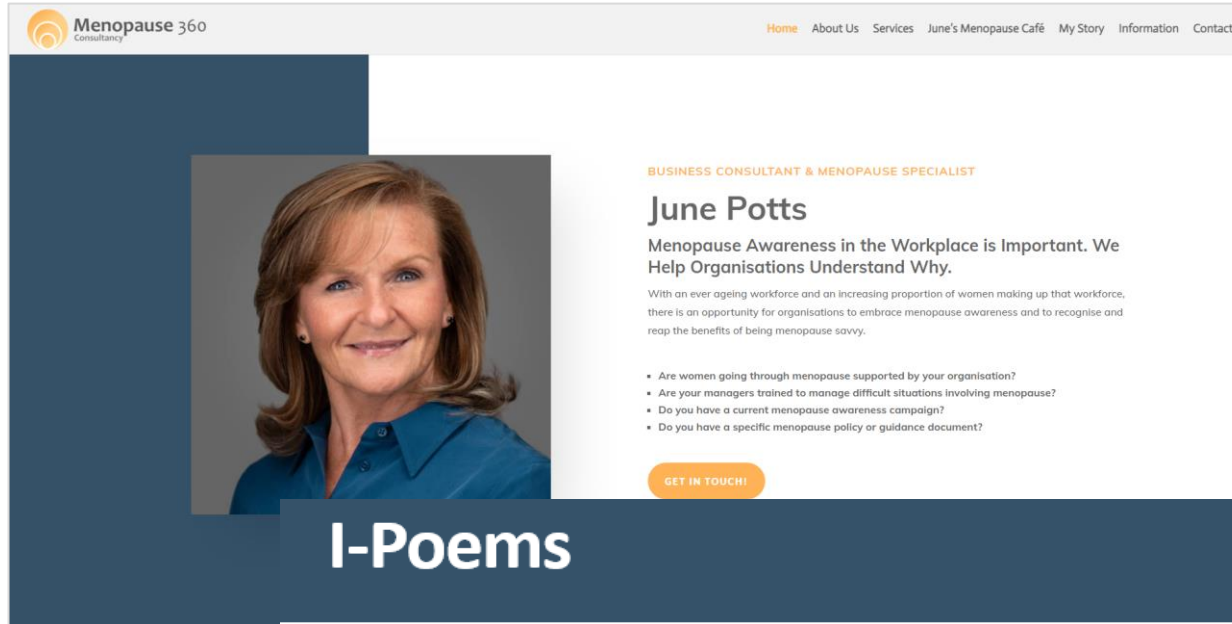


The Parliamentary Women's & Equality Committee inquiry into menopause and work – policy could be mandated.



Menopause is covered by the Equality Act 2010 under 3 protected characteristics: gender, age and disability

My Story...



The screenshot shows the website for Menopause 360 Consultancy. The header includes the logo and navigation links: Home, About Us, Services, June's Menopause Café, My Story, Information, and Contact. The main content area features a portrait of June Potts, a woman with short brown hair wearing a blue shirt. To the right of the portrait, the text reads: "BUSINESS CONSULTANT & MENOPAUSE SPECIALIST", "June Potts", "Menopause Awareness in the Workplace is Important. We Help Organisations Understand Why.", and a paragraph about the importance of menopause awareness in the workplace. Below this is a list of four bullet points: "Are women going through menopause supported by your organisation?", "Are your managers trained to manage difficult situations involving menopause?", "Do you have a current menopause awareness campaign?", and "Do you have a specific menopause policy or guidance document?". At the bottom of the content area is an orange button that says "GET IN TOUCH!".

Menopause 360 Consultancy

Home About Us Services June's Menopause Café My Story Information Contact

BUSINESS CONSULTANT & MENOPAUSE SPECIALIST

June Potts

Menopause Awareness in the Workplace is Important. We Help Organisations Understand Why.

With an ever ageing workforce and an increasing proportion of women making up that workforce, there is an opportunity for organisations to embrace menopause awareness and to recognise and reap the benefits of being menopause savvy.

- Are women going through menopause supported by your organisation?
- Are your managers trained to manage difficult situations involving menopause?
- Do you have a current menopause awareness campaign?
- Do you have a specific menopause policy or guidance document?

GET IN TOUCH!

I-Poems

“I-poems extract the voices of those often silenced giving back power momentarily to those who are often powerless”.

Gilligan et al, 2003.

What is the Menopause?

Menopause is complex – it's influenced by lifestyle, culture and ethnicity.

It's basically puberty in reverse....

Menopause isn't a condition, or illness, it's a transition, a natural biological process signifying the end of reproduction...

The symptoms are caused by a deficiency of the sex hormones, oestrogen, progesterone, and testosterone.

3 Transitional Stages of Menopause

Timespan 4-12 years

PERIMENOPAUSE

- first stage of the menopause transition
- average 4-5 years, can be shorter or longer
- irregular menstrual cycle
- hormone fluctuations
- physical and psychological symptoms
- pregnancy is still possible
- symptoms will differ between women

MENOPAUSE

- average age of menopause in the UK is 51
- occurs 1 year after a woman's final period
- menopause lasts 1 day
- sex hormones cease
- menopause signifies the end of reproduction
- symptoms will differ between women

POST MENOPAUSE

- final stage in the transition
- average 4-5 years, can be shorter or longer
- symptoms can become milder
- liberating and rewarding
- energy, focus, confidence returns
- ability to say 'No'
- pregnancy is not possible
- symptoms will differ between women

Menopause transition in the UK usually occurs between age 45 – 55

Menopause Demographics



1 in 1,000

women will
experience
menopause
before age 30



1 in 100

women will
experience
premature
menopause
before age 40



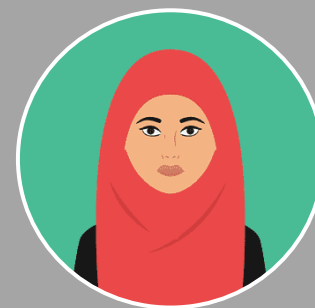
5 in 100

women will
experience early
menopause
between age
40-45



3 in 4

of all women will
experience
symptoms



1 in 4

women will
suffer severe
symptoms



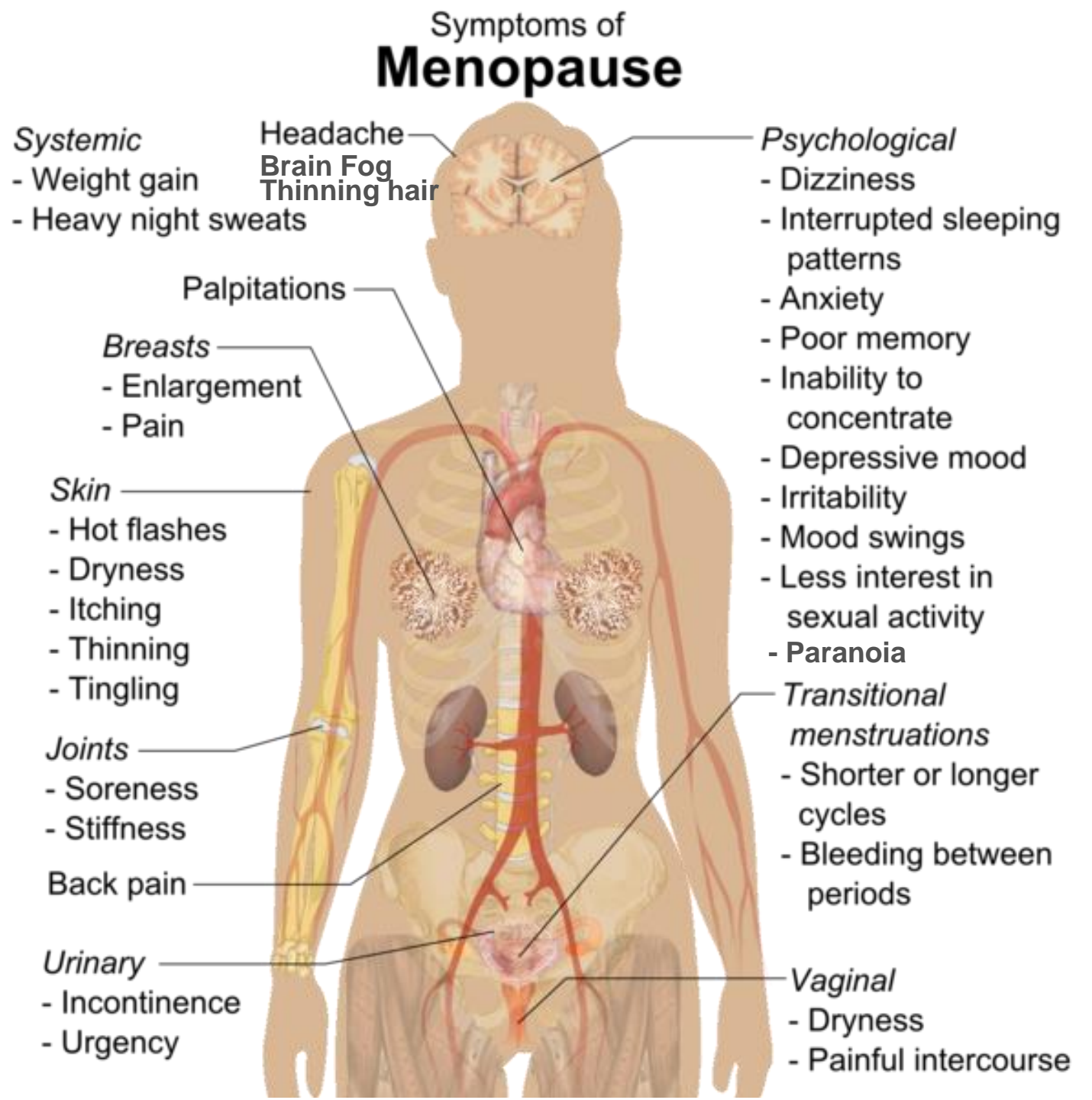
100%

of women will
experience the
menopause

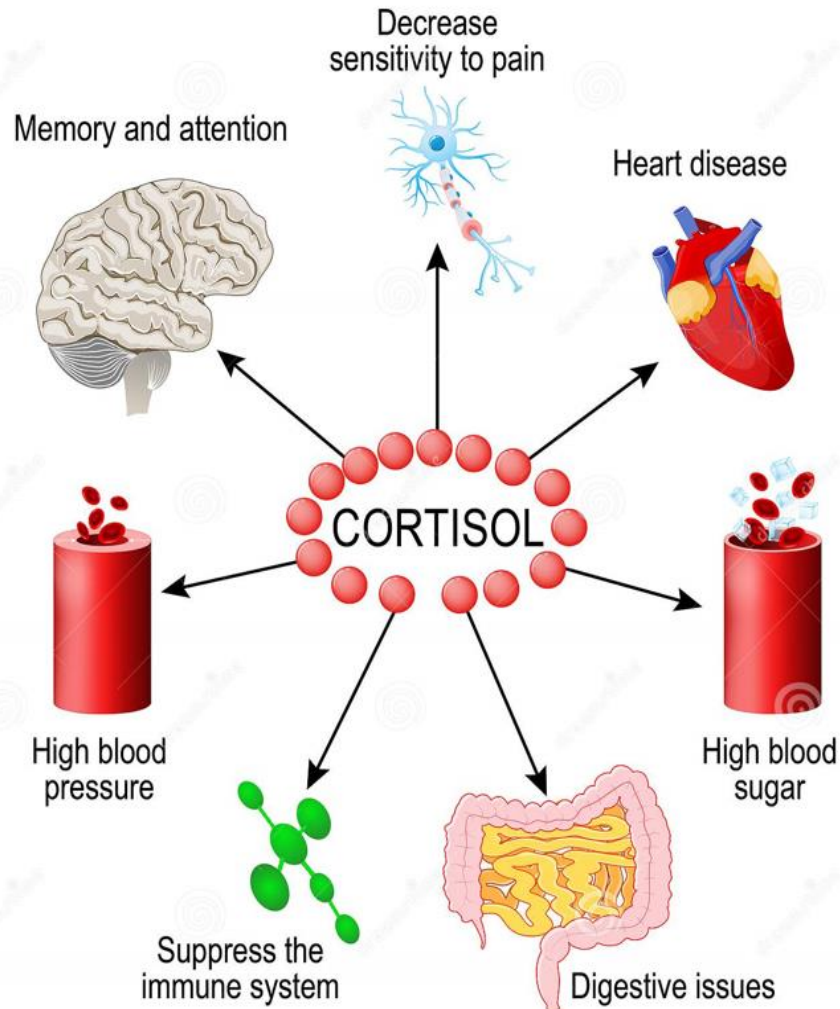
Menopause affects 51% of the world population

Common Symptoms

There are 34 physical & psychological menopause symptoms



Cortisol



Cortisol is excreted by adrenal glands located on top of each kidney. As oestrogen levels decline, cortisol levels increase.

Stress causes the adrenal glands to produce more cortisol, sending the body into fight, flight or freeze mode putting the body under extreme pressure. This is why many women feel fatigued and experience panic attacks, mood swings, anger, and exhaustion.

Stress compounds menopause symptoms therefore recognising triggers and managing stress levels through self care, exercise, meditation, sleep, good nutrition and hydration is important throughout the menopause transition.

Lesser Known Symptoms

HAIR LOSS/THINNING HAIR

Caused by a decline in oestrogen and progesterone and an increase in androgens. Hair loss caused by hormonal imbalance is reversible.

Poor nutrition and stress also causes hair loss.

CONSTIPATION

Caused by increased cortisol levels.

The drop in oestrogen and progesterone impact the digestive system causing cortisol levels to rise, increasing stress, slowing digestion, and increasing risk for bowel changes and weight gain.

NEW ALLERGIES

Fallen oestrogen levels can lead to spikes in other hormones such as histamine and cortisol meaning the body can be sensitive to allergens such as pollen, dust and pet dander.

FOOD INTOLERANCE

Gluten, Dairy, Fructose, Caffeine, Spicy Foods. Stress during menopause can trigger celiac disease. Symptoms of intolerance include headaches, nausea, taste aversion to certain food types.

THINNING SKIN

Dry, itching, crawling sensation caused by a reduction in oestrogen affecting production of oils and collagen. Women can develop rosacea, wrinkles and sagging skin as skin loses plumpness.

STIFF JOINTS & ACHING MUSCLES

Caused by a decline in oestrogen receptors all over the body and muscle tension. Often worst in the morning, easing during the day. Jaw, fingers and wrist pain are common.

Lifestyle Changes

Exercise regularly – weight bearing exercise, supports bone and muscle health.

Eat a balanced diet low in fat, high in fibre with plenty of calcium, protein and rainbow vegetables.

Limit intake of caffeine, alcohol, spicy and processed foods.

Avoid smoking as this may cause a premature and extended menopause.

Get enough sleep (7 hours). Adopt a regular bedtime ritual (use a sleep app), limit online & phone activity prior to bed.

Try to obtain required nutrients through diet. Supplements may be required to boost collagen, Vit D & magnesium.

Stay Hydrated drink lost of water to avoid headaches and reduce brain fog and fatigue.

Embrace stress management techniques – yoga, meditation, acupuncture and CBT.

Remember to talk and stay connected. If symptoms persist seek appropriate help.

HRT

Prescribed by a GP

- Oestrogen
- Progesterone
- Testosterone



The Support Cycle



Supporting Colleagues



Menopause can be private for many women – don't pry!



Listen - attempt to understand without judgement



Normalise menopause by talking openly at work



Understand the challenges, support and be kind



Recognise the signs - don't treat differently



Remain aware do your own research

Quiz

How many women in the UK are working through the menopause?

How many stages does the menopause transition consist of?

What is the average age of menopause in the UK

What percentage of the world population are directly impacted by menopause?

How many women will experience menopause under the age of 40?

Name 5 common menopause symptoms

How long does the menopause transition last?

What lifestyle changes can positively impact the management of symptoms?

What can you do to support a colleague at work?

Quiz

5.1 million UK women over 50 are in menopause transition

There are 3 stages - perimenopause, menopause & post menopause

The average age of menopause in the UK is 51

51% of the world population are directly impacted by menopause

1 in 100 women will experience menopause below the age of 40

Common symptoms include hot flushes, night sweats, brain fog, insomnia, anxiety, irritability

For most the menopause transition will last between 4 -12 years

Exercise, meditation, talk, a healthy diet, start a sleep routine, track triggers, use an App

Listen, support, understand, talk about menopause at work, don't pry, be aware

Resource List

Health

NICE [Guidelines](#)

[Health & Her](#) – free menopause tracker app, online menopause clinics, supplements

[Balance App](#) – free menopause tracker app

NHS - www.nhs.uk/conditions/menopause

Women's Health Concern - [Patient arm of the British Menopause Society](#).

The British Menopause Society - www.thebms.org.uk

UK Menopause [Taskforce](#)

[Bupa](#) women's health hub

[The Menopause Charity](#)

Parliament

UK Parliament - [Menopause and the workplace survey results](#)

Parliamentlive.tv – [Women and Equalities Committee](#)

Results of the 'Women's Health – [Let's talk about it](#)' survey

Insights

ACAS – [Menopause at Work](#)

TUC – [Menopause at Work](#)

Chocolate - [Menopause](#)

Menopause [Pension Shortfalls](#)

7 steps to good [Listening](#)

Resource

[Faculty of Occupational Medicine](#)

[CIPD](#) Line Manger health and wellbeing support material

Menopause Policy/Guidance

[COOP](#)

[Age.UK](#)

[Model menopause policy](#)

[NHS Glasgow](#)

