MENOPAUSE cafe

Menopause Insights for an Agile Workforce



www.menopausecafe.net

- Menopause definitions
- Common symptoms and how to mitigate them
- Menopause-friendly workplaces

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Menopause definitions

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Menopause

The day of your last period.
You only know this 12 months later, in the absence of hormonal contraception.

Perimenopause

The years prior to and immediately after menopause: symptoms including irregular periods

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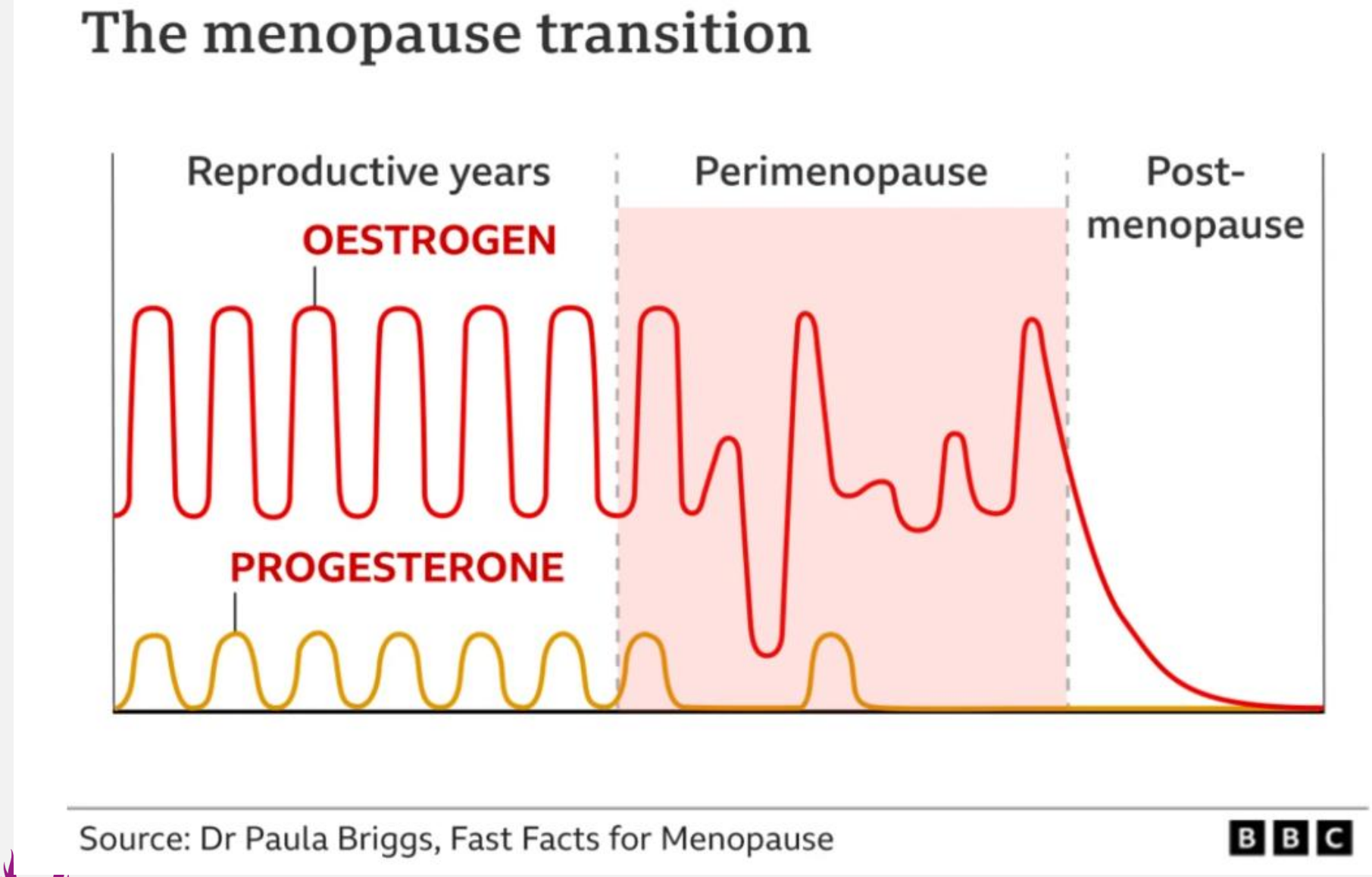
- **Menopause**
  usually 47-53 years old

- **Early Menopause**
  younger than 45 years old



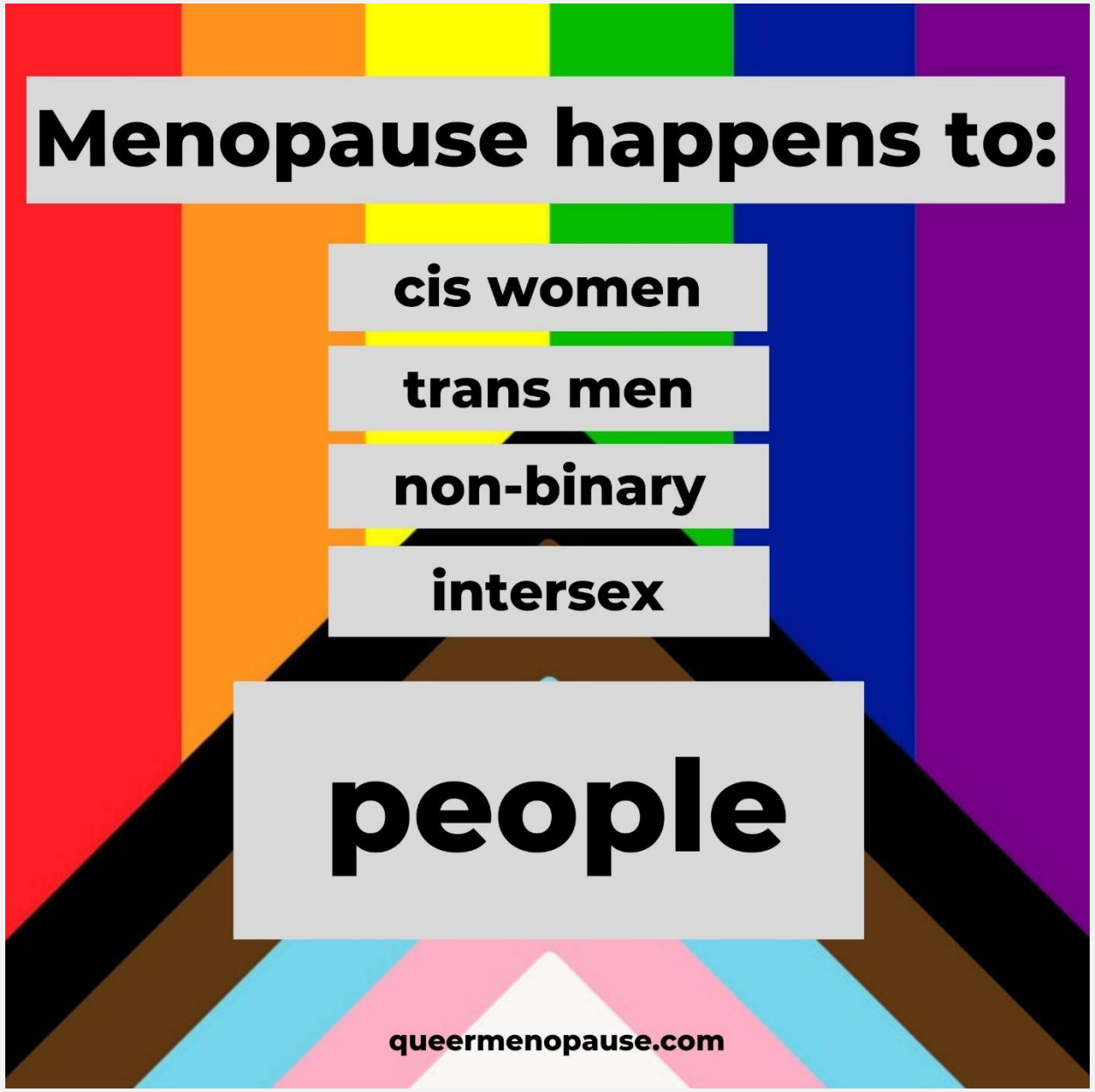
- **Medical Menopause**
  any age, caused by surgery or treatment
  eg chemotherapy.

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https://www.bbc.co.uk/news/health-48258910



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Menopause Symptoms



20% : 60% : 20%

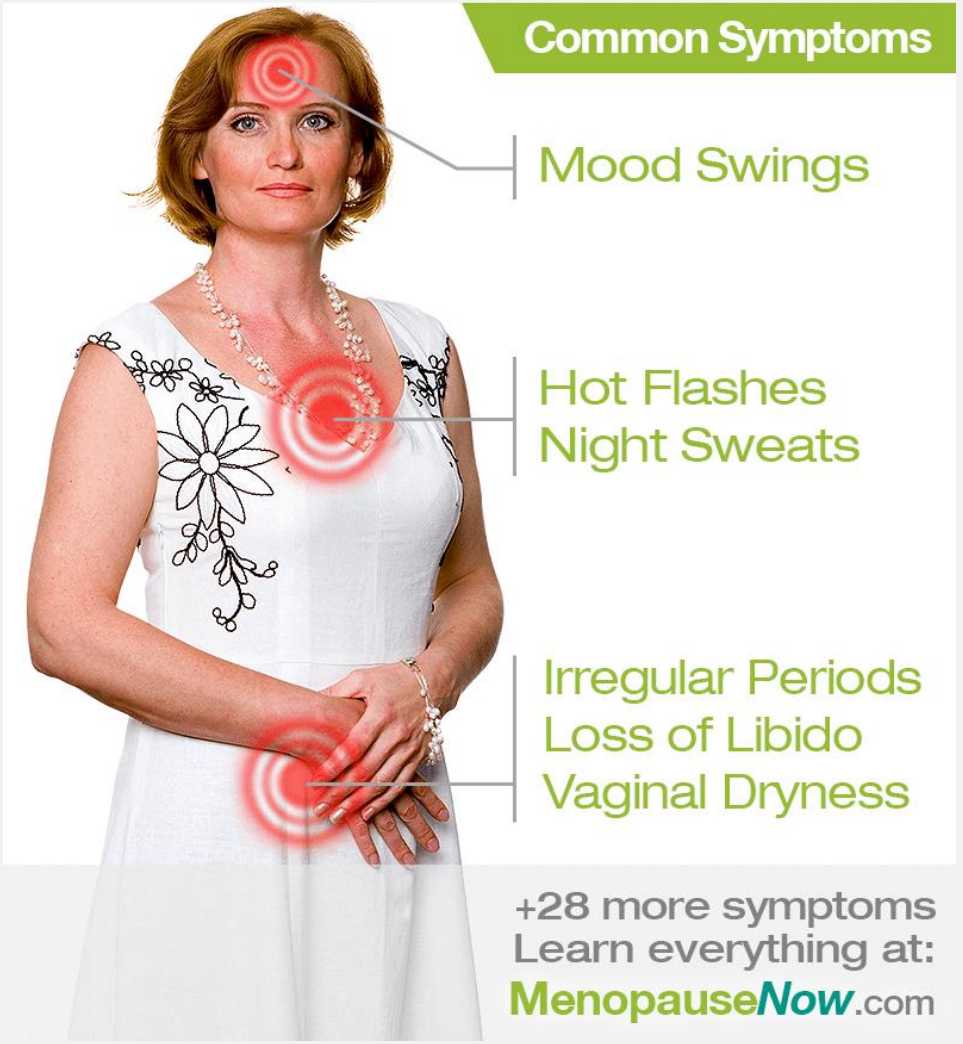
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What are the symptoms of (peri)Menopause?

- Physical
- Emotional
- Cognitive

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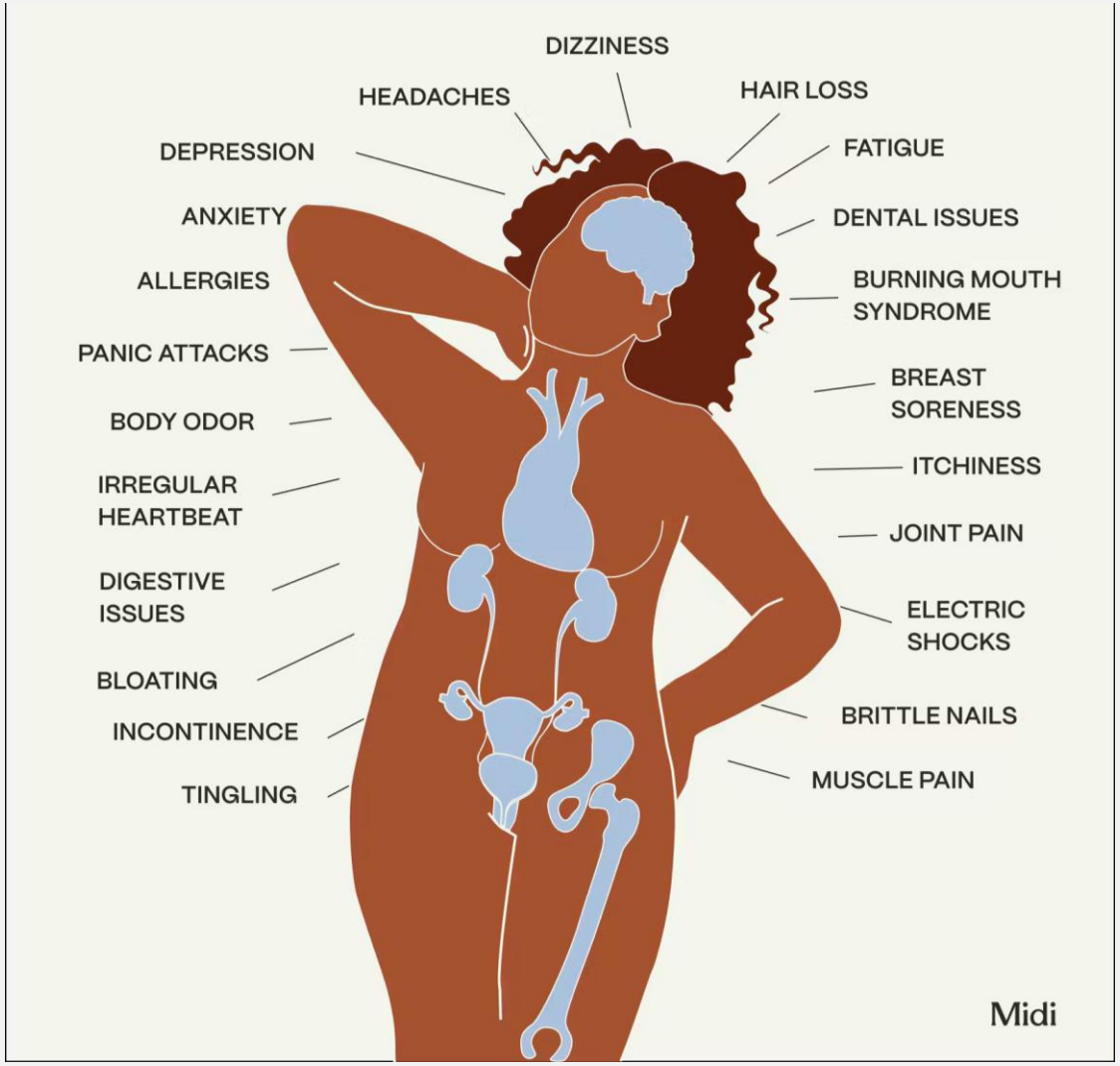
Menopause Symptoms



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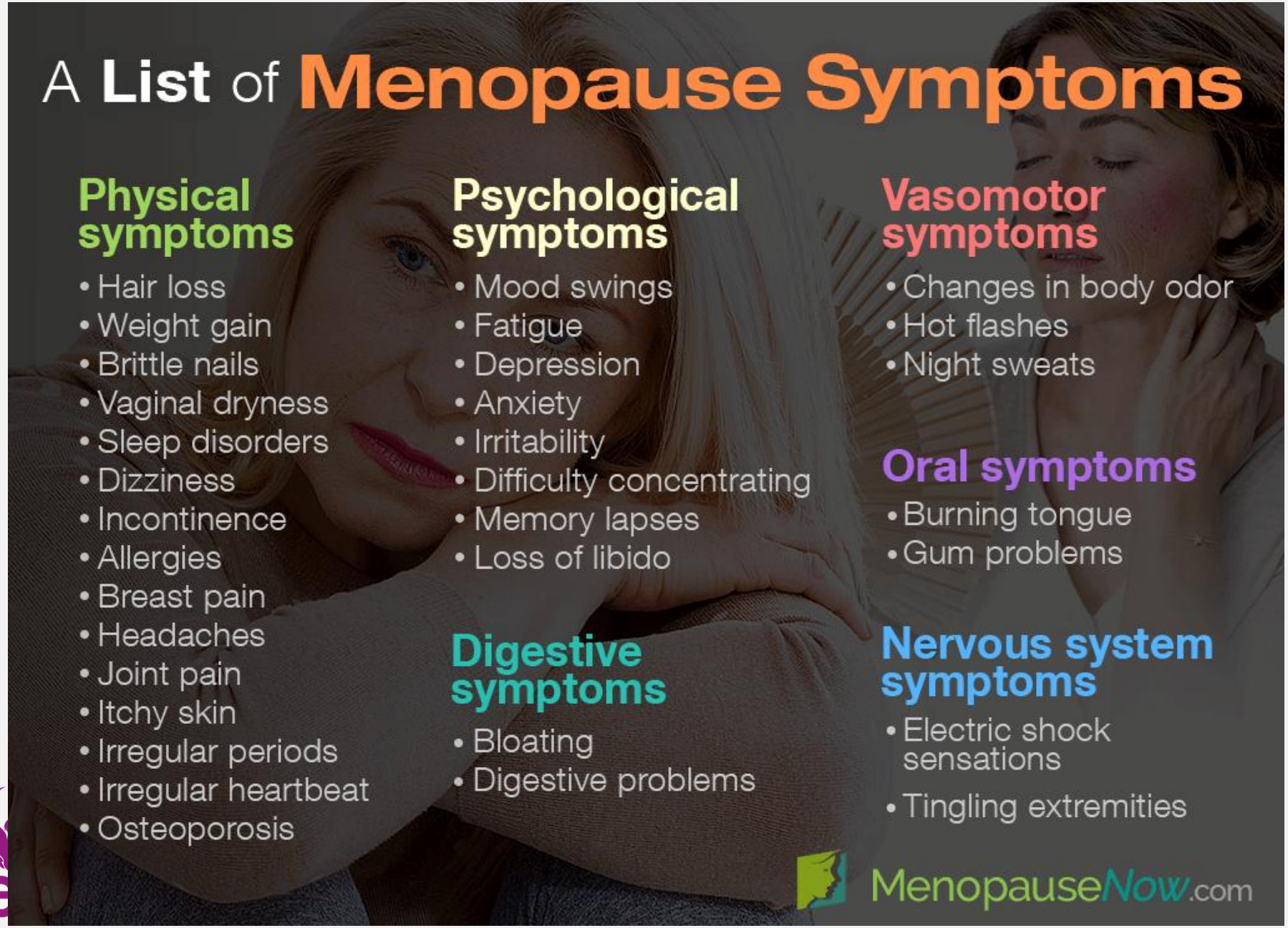
https://www.menopausenow.com/symptoms

22 Surprising Symptoms of Menopause



https://www.joinmidi.com/post/menopause

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https://www.menopausenow.com/articles/list-menopause-symptoms

Intersectionality

- Poverty
- Race
- Mental health issues
- Disability
- Gender
- Sexuality
- Trauma
- Neurodiversity
- Childless by circumstance

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Menopause Mitigations

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- Eating healthily
- Moving more
- Stress reduction & sleep hygiene
- Medication



https://www.lbbc.org/learn/side-effects/menopausal-symptoms

Difference in breast cancer incidence per 1,000 women aged 50-59.
Approximate number of women developing breast cancer over the next five years.

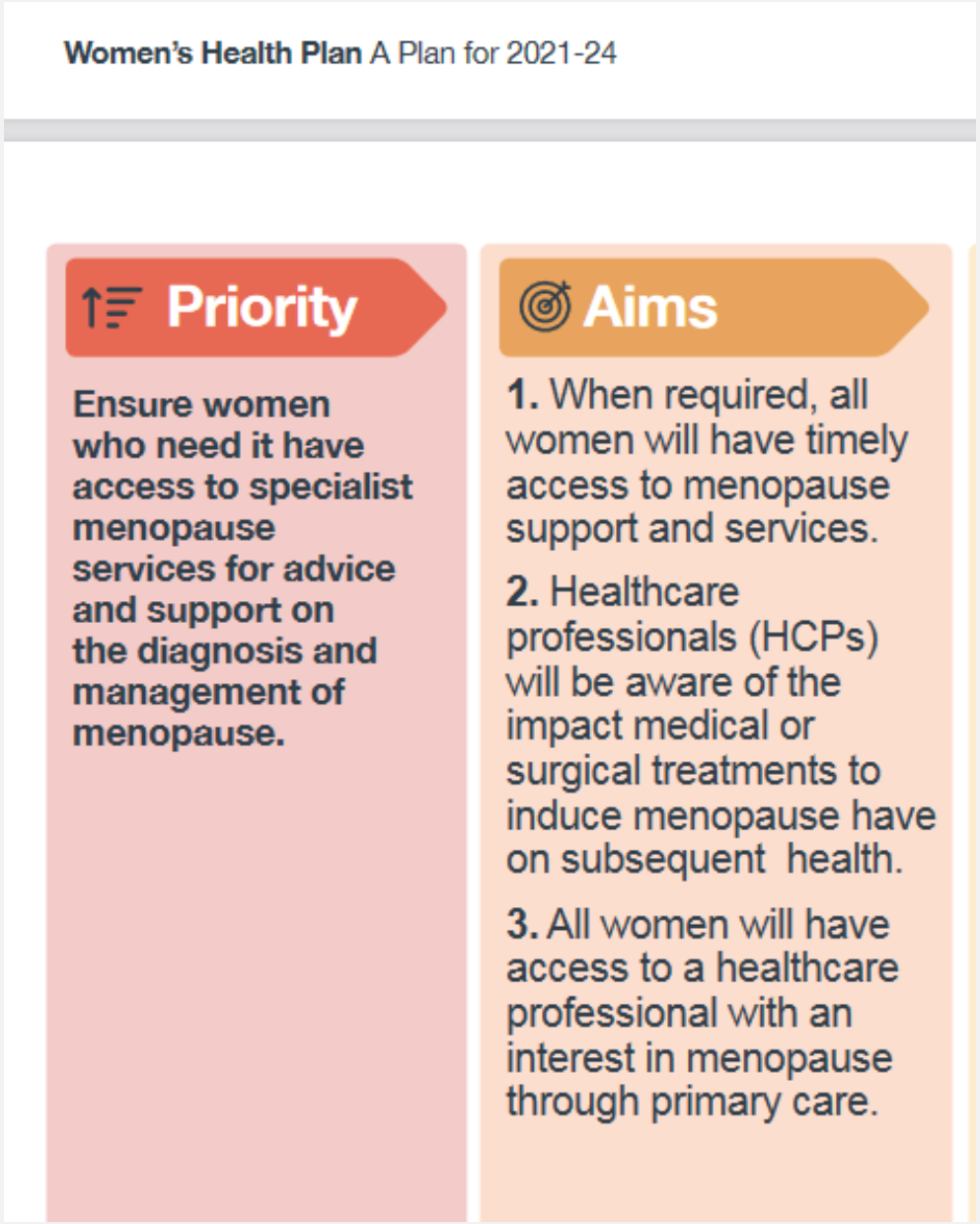
NICE Guideline, Menopause: Diagnosis and management November 2015



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www.womens-health-concern.org.uk

Scotland's Women's Health Plan prioritises access to menopause specialists



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https://www.menopausecafe.net/flushfest23/

Main points

- Menopause is a normal process, the start of a new stage in life
- Many people have troublesome symptoms
- There are ways to reduce symptoms:
  eat well, move more, relax, medicate

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Menopause Friendly Workplaces

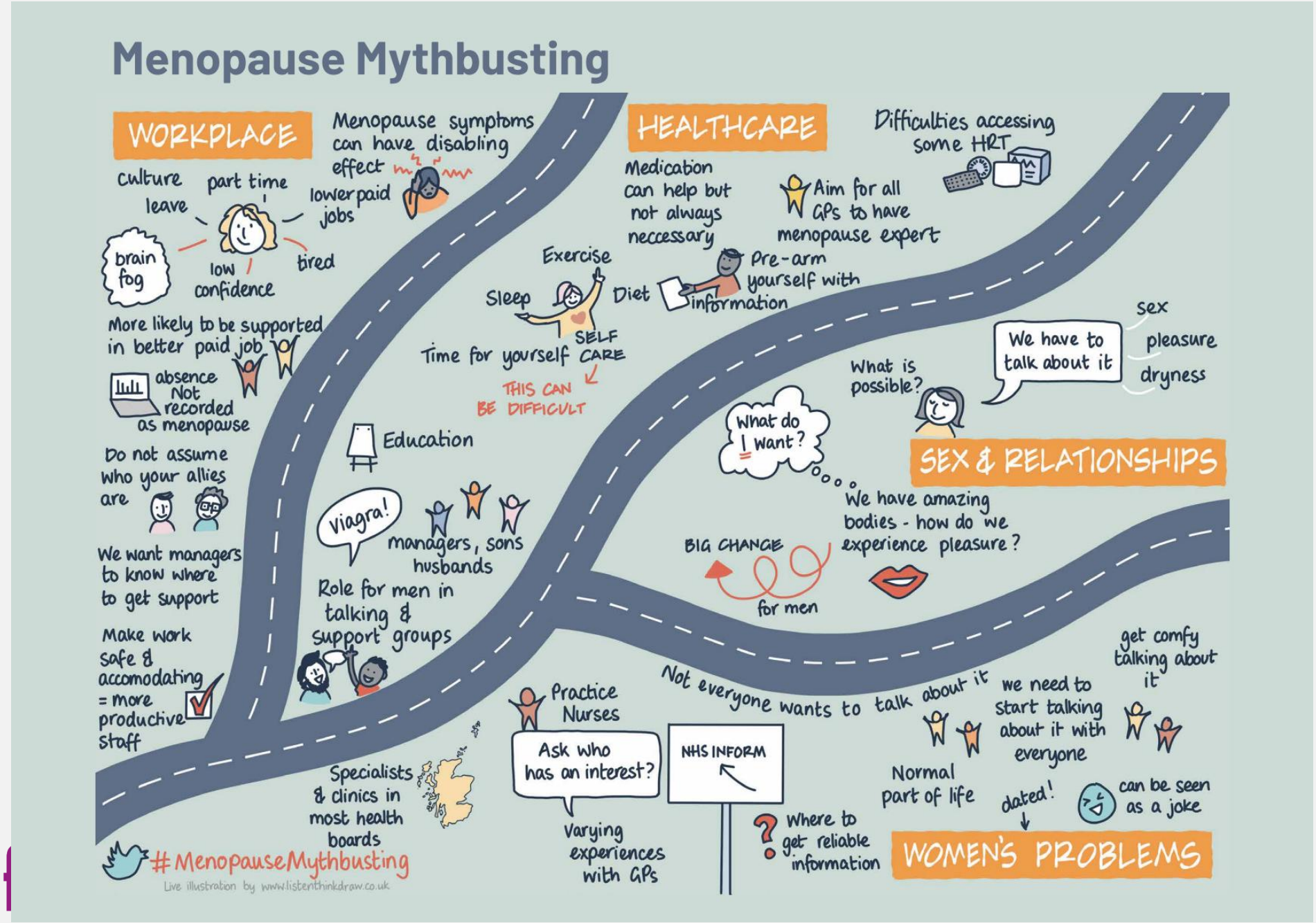
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Impact at work?

- Attendance
- Performance
- Retention

- Discrimination

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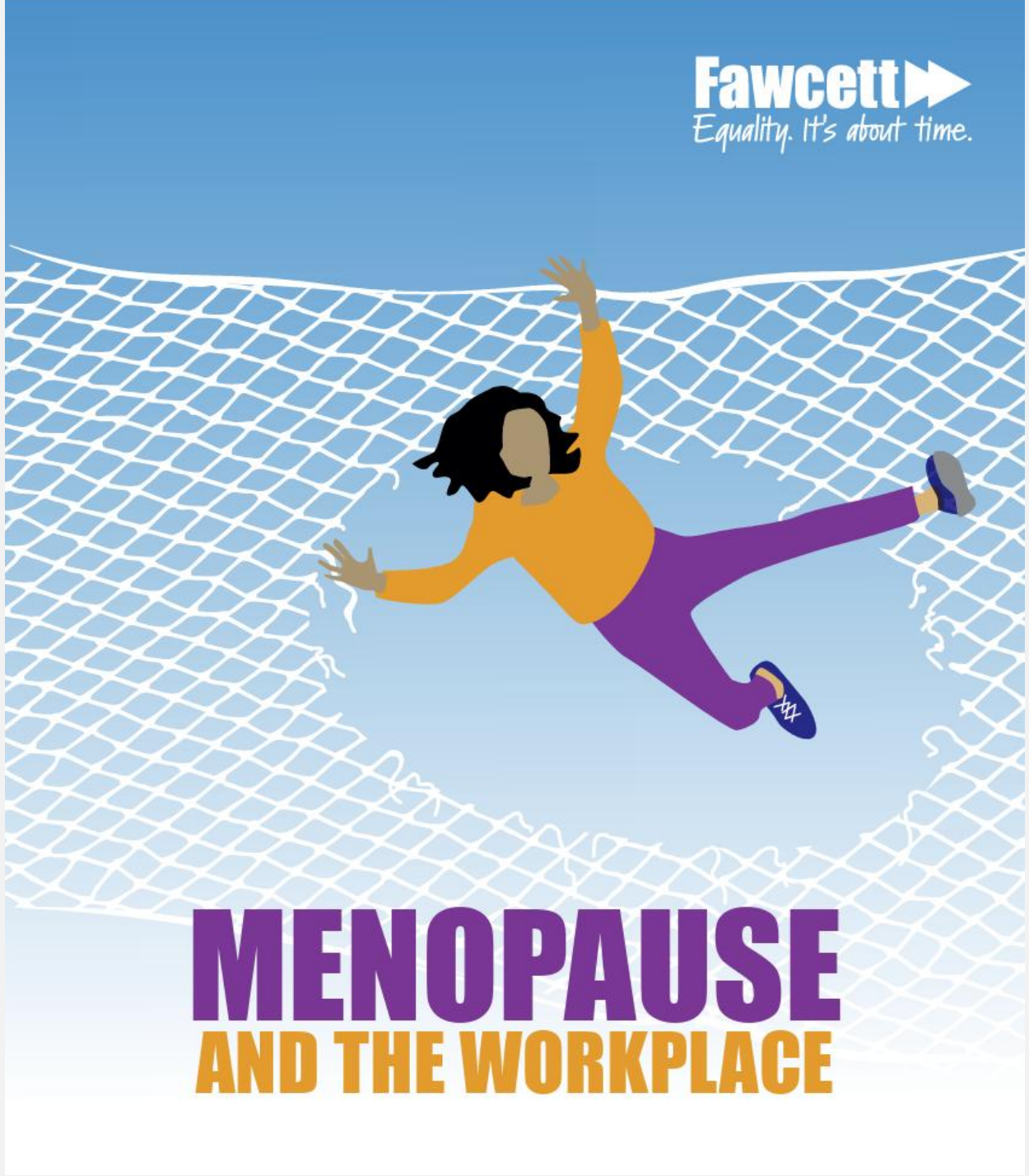


from "Menopause: A Visual Resource" by Alliance Health and Social Care Alliance Scotland.

There are **moral**, **business** and **legal** cases

for being a menopause friendly workplace.

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- 10% of women who worked during the menopause left a job due to their symptoms.

- 80% of women say their employer hasn't shared information, trained staff, or put in place a menopause absence policy.

Fawcett Society 2022



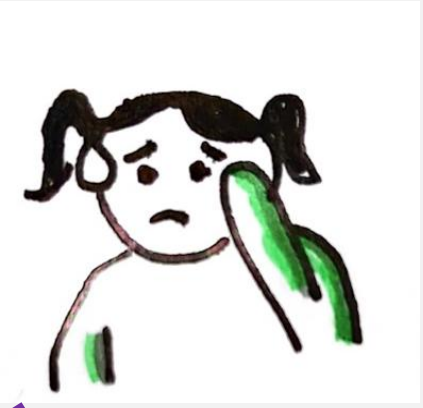
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Ignorance



- symptoms
- helped by lifestyle & medication
- colleagues

Shame



- “old woman”
- unclean
- weak



Silence

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These claims encompass a range of issues, including disability and sex and age discrimination, as well as constructive and unfair dismissal….

..challenging symptoms such as anxiety, concentration issues and hot flushes, when left unaddressed, can lead employees to leave or take legal action.



People Management
brought to you by the CIPD

Menopause-related tribunal claims triple in two years – what should HR do to address the issue?

Experts urge organisations to act early to avoid legal hot water and suggest raising awareness of the life stage to help reduce stigma

by Mahalia Mayne | 27 February 2025

Getty images

Equality Action Plans

Voluntary for employers over 250 staff, expected to become mandatory from April 2027.

Published alongside annual gender pay gap report

Include practical steps the employer is taking to

- Reduce gender pay gap
- Support employees experiencing menopause

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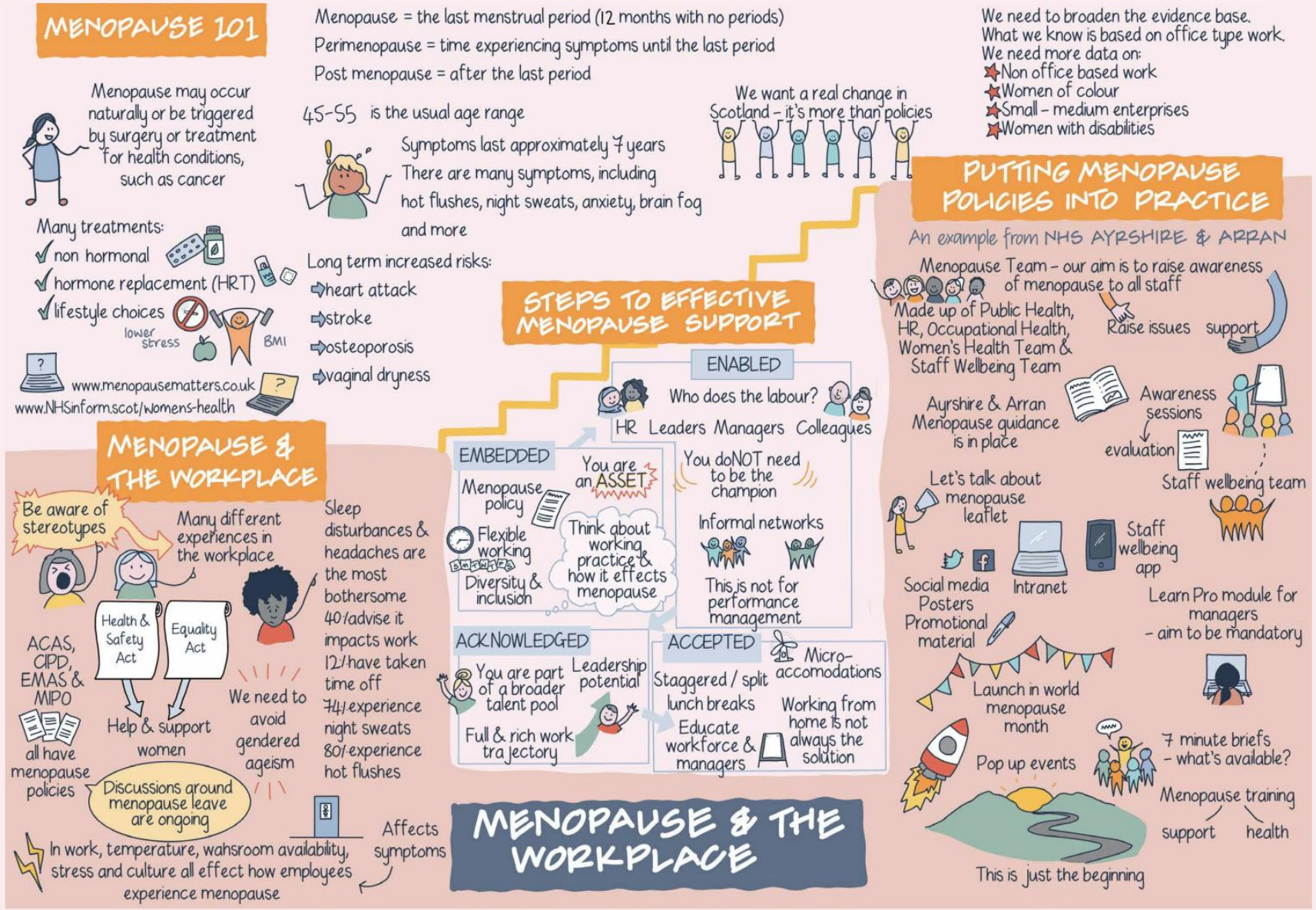
How to support your (peri)menopausal colleagues

- Train managers to provide support
- Offer Occ Health advice
- Set up menopause support groups and networks
- Offer workplace adjustments
- Conduct a menopause risk assessment
- Review policies and procedures

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https://www.gov.uk/government/publications/creating-an-action-plan-guidance-for-employers/step-2-choose-your-actions

Menopause and the Workplace



from "Menopause: A Visual Resource" by Alliance Health and Social Care Alliance Scotland.



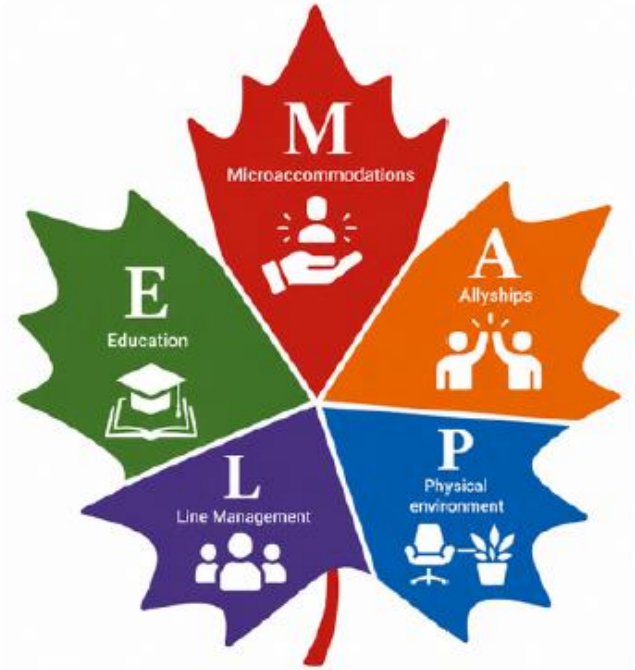
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Buy your ribbons here

www.menopausecafe.org/shop/

Menopause Cafe is a charity regulated by OSCR, SC048435



Want to support Menopause and Menstruation in the Workplace?

Get a MAPLE Mindset



Micro-accommodations ***Low resource, high impact solutions***

- Flexible mindsets around breaks, and temporary changes to jobs
- Audit absence patterns and inadvertent penalties

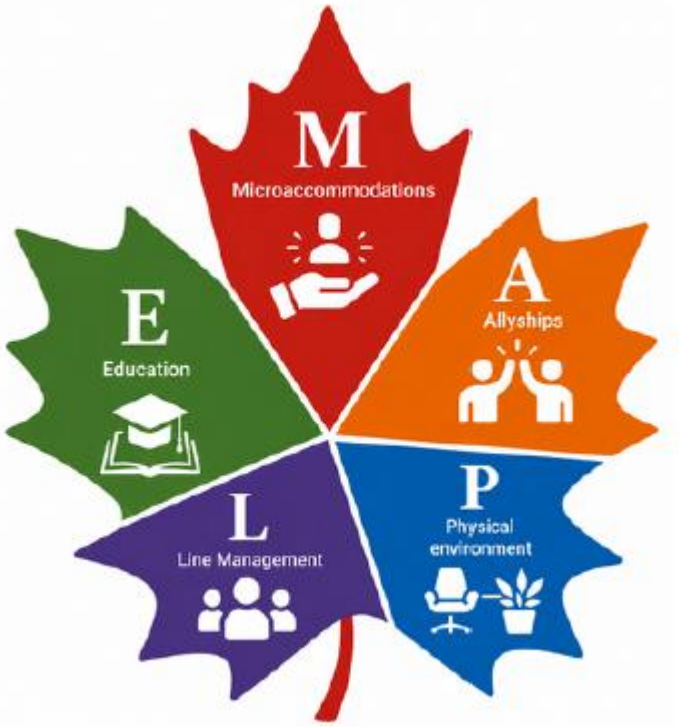


Allyship ***Senior management buy in to help combat stigma***

- Focus on mainstreaming and scaling practical solutions
- Acknowledge gender and age based bias and judgement

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https://www.menopauseatwork.org/free-resources





Physical Environment ***Gender audit spaces and activities***

- Consider uniform, materials and environmental controls
- Structure work in ways that considers psychosocial demands



Line Management ***Supportive and destigmatising actions***

- Line manager training for affirming, enabling conversations
- Support the supporter with clear guidance and guidance



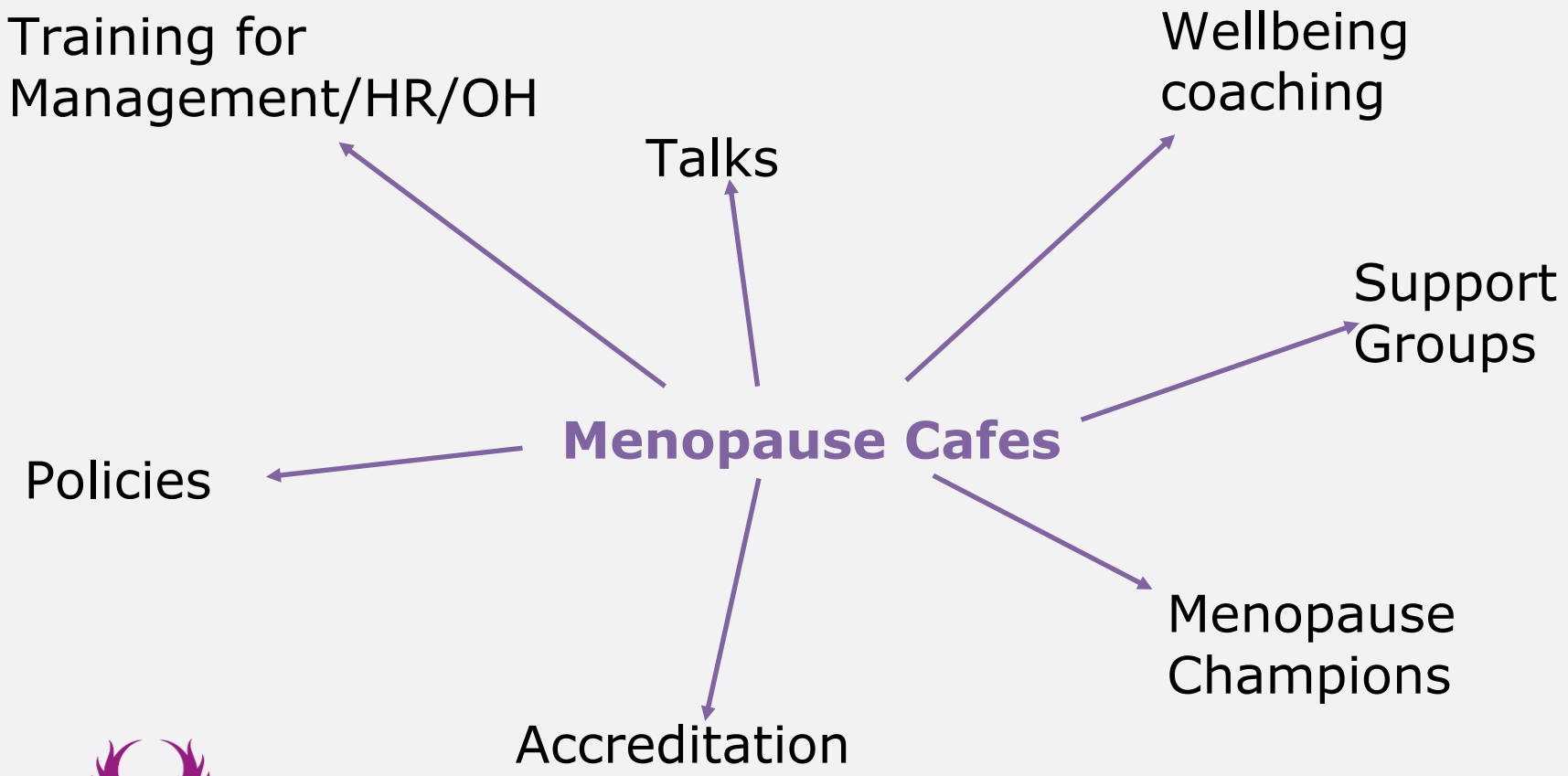
Education ***High quality and accurate information for all***

- Different employees require different resources or channels
- Training for everyone should include 'unlearning' myths

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https://www.menopauseatwork.org/free-resources

A Menopause Friendly Workplace



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Menopause Friendly Accreditation

www.menopausefriendly.co.uk

EMAS Menopause and Work Charter

https://emas-online.org/emas-and-menopause-in-the-workplace-2021/charter/

Menopause Workplace Pledge

https://www.wellbeingofwomen.org.uk/campaigns/menopausepledge

Main points

- Employees may not speak about menopause due to ignorance and/or shame.
- There are **moral, business** and **legal** cases for being a menopause supportive workplace.
- Treat it like any other long-term health condition.

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Menopause Café charity

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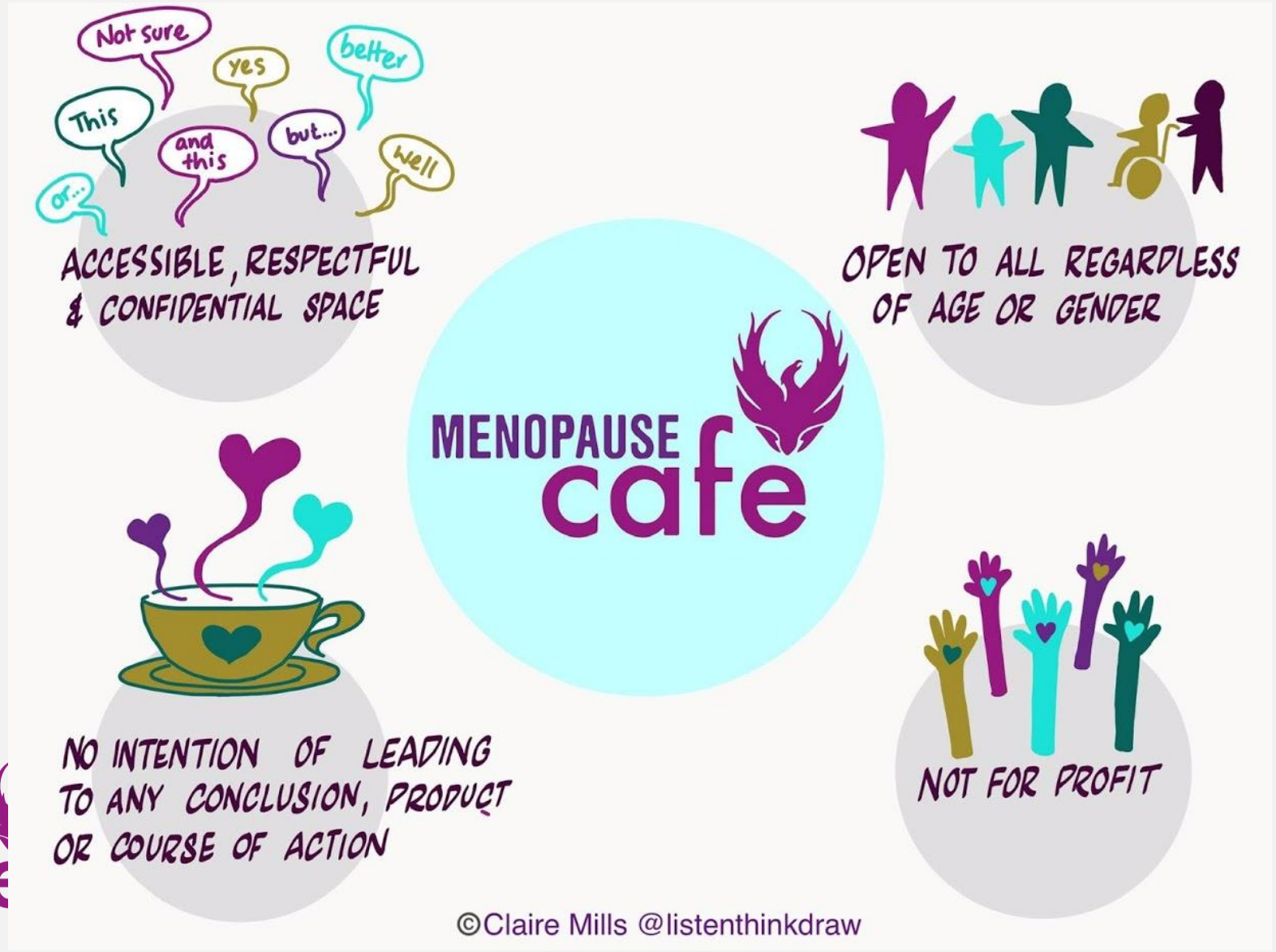
Menopause Café charity

Aim: make menopause part of everyday conversation

Activities:

- Menopause Cafés: volunteer-led, discussion groups, worldwide, online and in person
- Menopause Festivals: #FlushFest 2018-2023
- Menopause Awareness Ribbon

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1st public Menopause Café

Perth,
Scotland,
June 2017



1st Menopause Café at Work

Perth,
Scotland,
January 2018



Menopause Cafés at Work





















POINTS OF LIGHT







OSCR
Scottish Charity Regulator
www.oscr.org.uk
Registered SCIO
SC048435











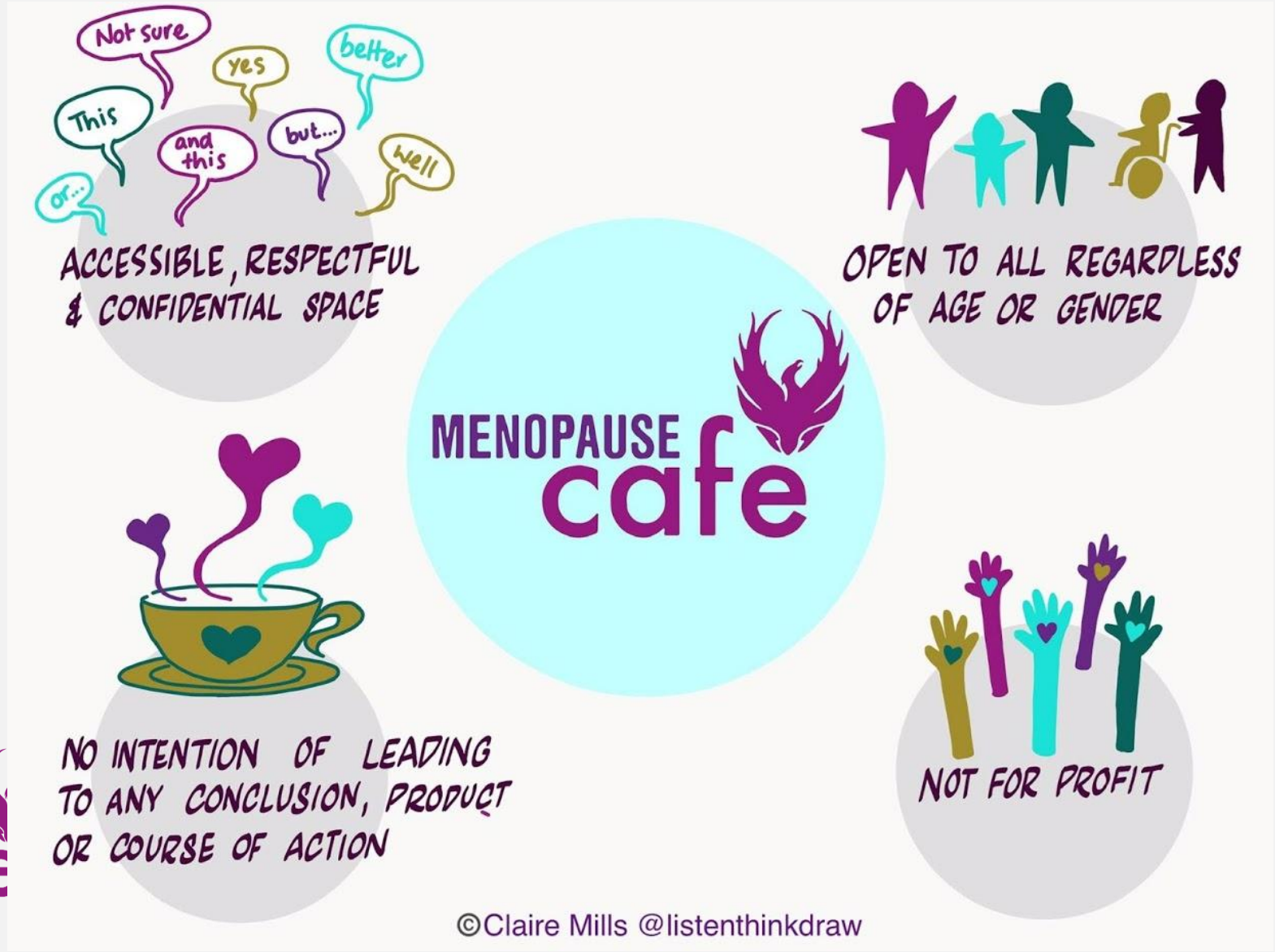
®





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Beginning



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Middle



- “What’s your interest in menopause?”
- Change groups every 20 mins or so

End

- Thank venue & volunteers
- Invite people to say what they found useful
- Give link to feedback forms or hard copies

- Send us your Host’s feedback form.
- Write it up! internal /external comms or Press Release

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The three Cs behind Menopause Cafes

The University of Glasgow research identified three key elements that underpin the health and wellbeing benefits of Menopause Cafes.



Care. Connection. Collaboration.

"I know I'm not alone."

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Attending a Menopause Cafe can positively affect mood, reduce feelings of isolation and strengthen reassurance and hope. The impact is incremental but cumulative – contributing to a feeling of lightness.

– Menopause Cafe attendee

A ‘eureka’ moment

“Listening to other women talk freely gave me a ‘eureka’ moment.”

– Menopause Cafe attendee



Sharing experiences can help you recognise connections, feel more confident talking to healthcare professionals and know when to seek further support.

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Menopause Cafes can create change at work

One participant described starting a workplace group while working with their wellbeing team on a menopause policy:

“I initiated a workplace group when working with our wellbeing team to put together a workplace menopause policy and support and kept it going afterwards. It has now spread to other countries in our group.”

– Menopause Cafe participant



Workplace Cafes can be more than a meeting. They can open up conversations that may never happen otherwise.

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Conversations go further than the Cafe

Following attendance, the research found:

50% talked to their partner or a friend about their menopause in more depth than before.

44% talked about their menopause in the workplace.

"Attending the Menopause Cafe has given me the knowledge to explore and talk openly with my friends and family."

– Menopause Cafe attendee

One conversation can lead to another.

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How to Host a Menopause Cafe

- You don’t need to know about menopause
  You do need to know how facilitate groups

- Read the Guide on our website
  https://www.menopausecafe.net/hold-a-menopause-cafe/

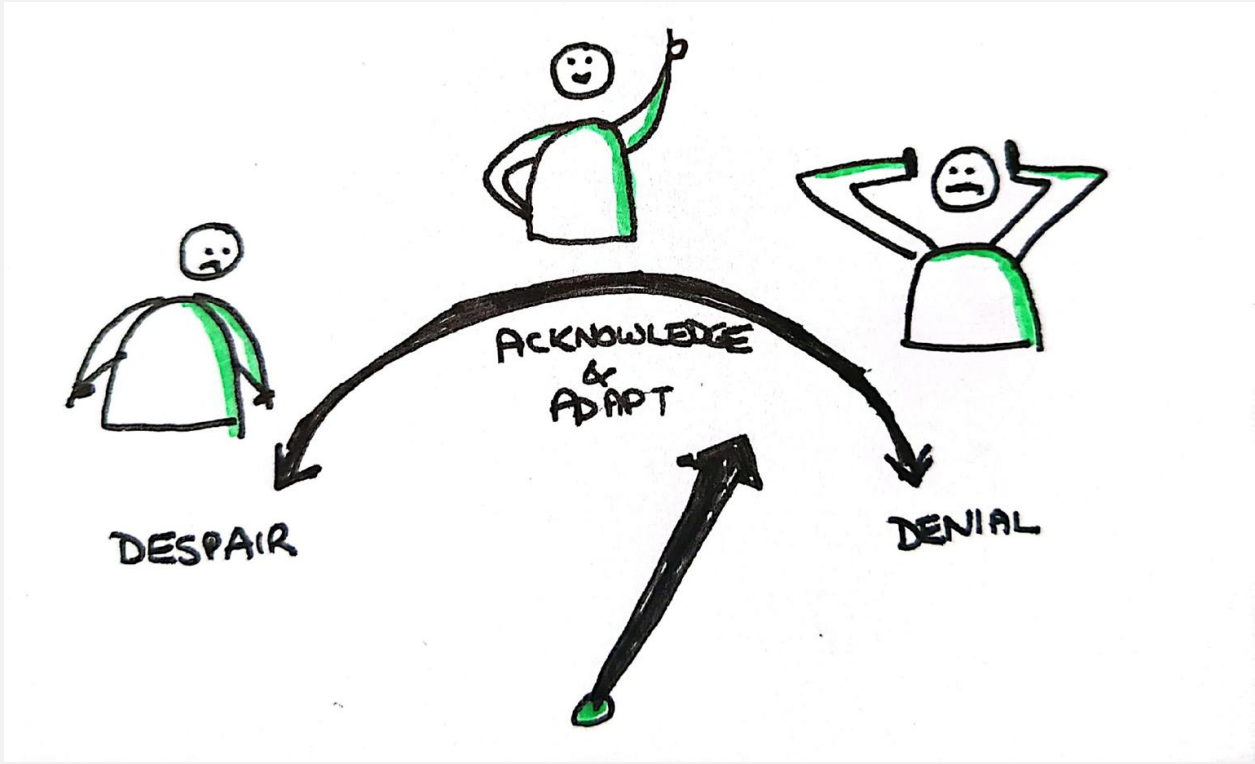
- Sign our Working Agreement (it’s free)

- We will send you a Welcome Pack

- Plan your first café!

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Sensationalise…….Normalise……..Ignore



Drawing: Rachel Weiss

Let’s turn the dial to Normalise

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#ChangeTheFaceOf Menopause

@behindthewoman1

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www.menopausecafe.org/shop/

Menopause Cafe is a charity regulated by OSCR, SC048435

Join the conversations!

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