



Younique
Inclusion

EMPLOYERS!
STOP
NEGLECTING
MENOPAUSE





B30416 - 2023

Launched in 2023: BS 30416:
Menstruation, Menstrual Health
and Menopause in the workplace



You are missing an opportunity.....



Employers & Maternity

- Paid Time Off
- Workplace Risk Assessment
- Supportive Adjustments
- Time of for medical appointments



Employers & Menopause

- **A Desk Fan?....**

Lets Talk About Menopause

- Who is affected by Menopause?
- What do we need to know?
- What are the Symptoms?
- Why we need to talk about Menopause in the Workplace
- What support can be provided

Menopause – Think of a Word

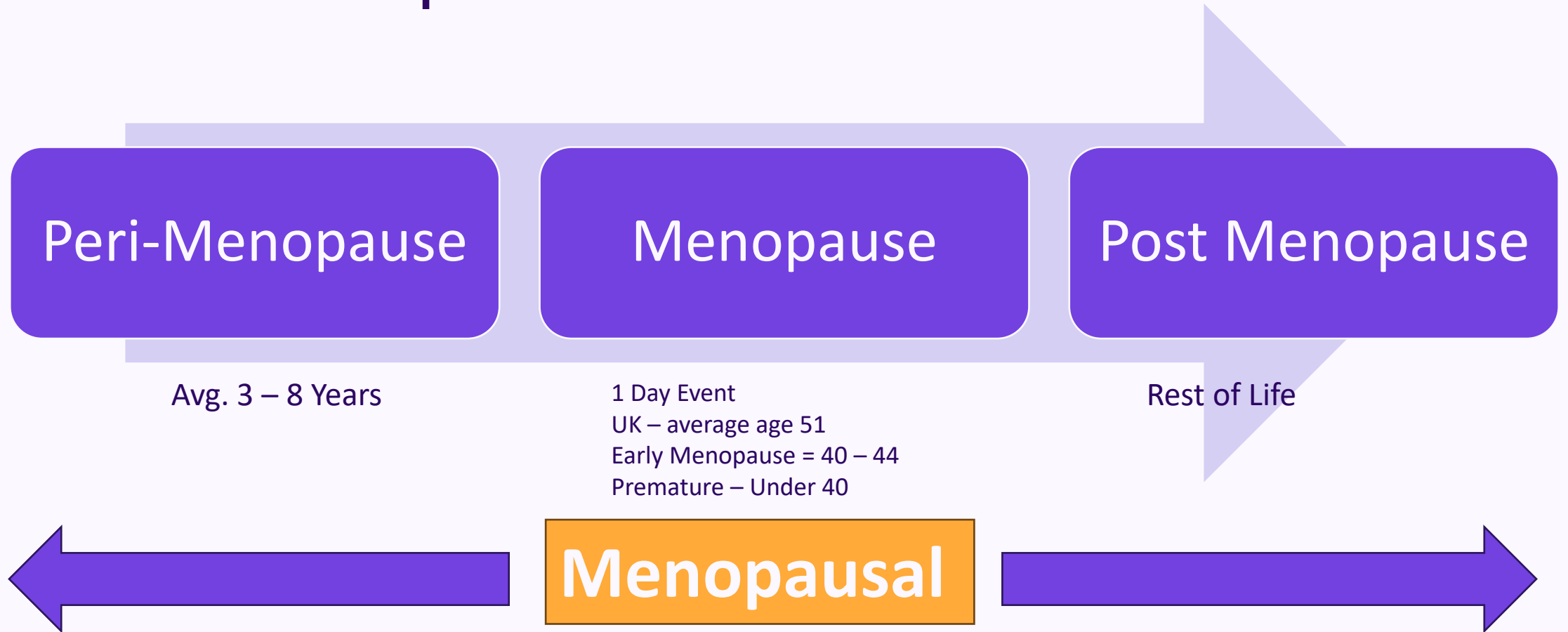
Shout it out please!!

Sweaty	Hot	Anxiety	Flashes
Panic Attack	Moody	Ageing	Aching
Old	Insomnia	Women	Confused
	Lethargic	Tired	

How do these words make you feel?

Anyone think of any Positives?

Fact – Most people don't know exactly what Menopause is.....



Who does Menopause Affect?

- Menopause is experienced by biological women & Menopause research refers to women (female sex at birth)
- **However, many other groups of people experience Menopause symptoms**

Women (Female at Birth)

- Natural hormone fluctuations

Transgender, Non-binary, gender questioning individuals

- Hormone treatments and fluctutations

Cancer Patients

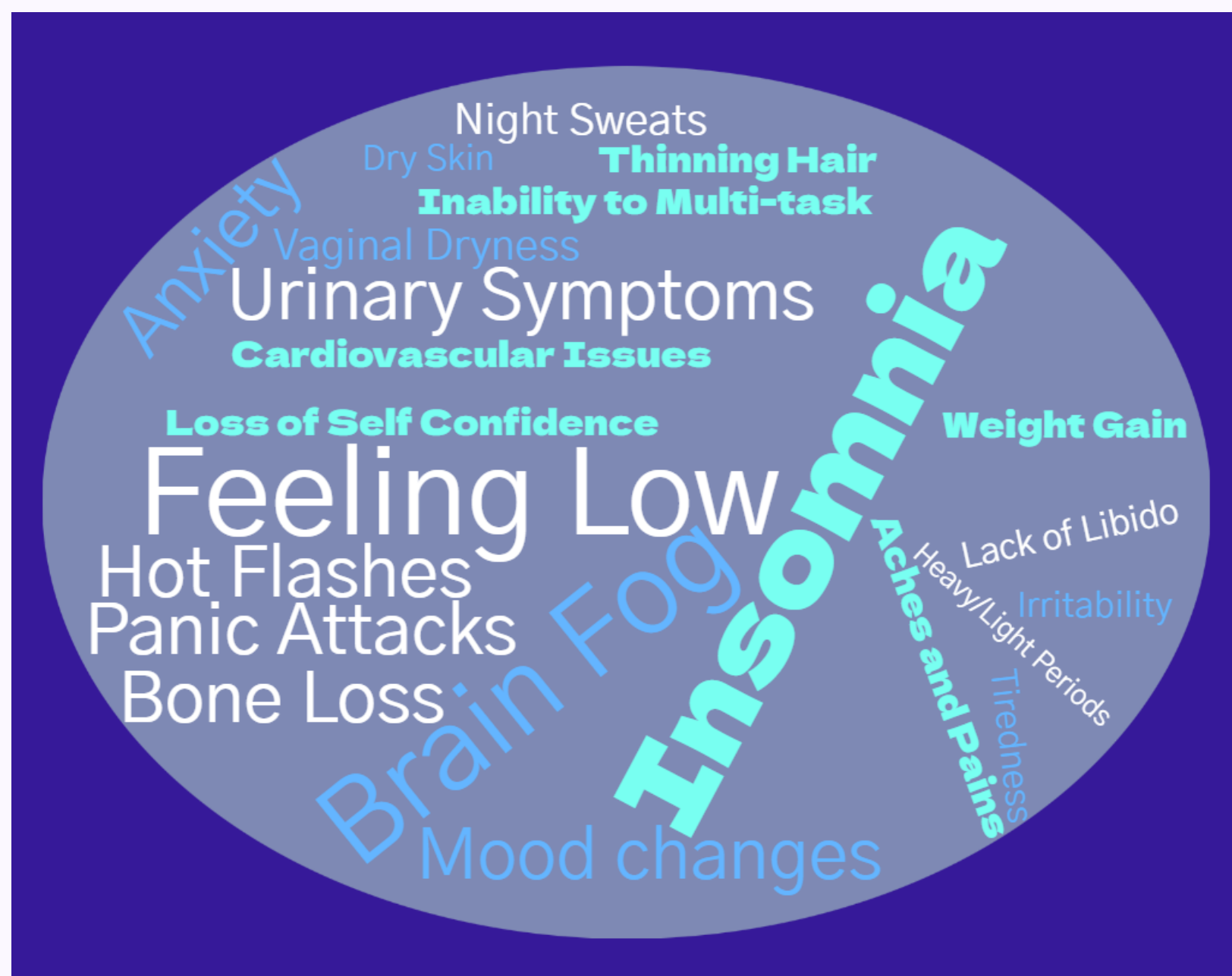
- Chemotherapy/radiotherapy
- Hormones

Surgical Patients

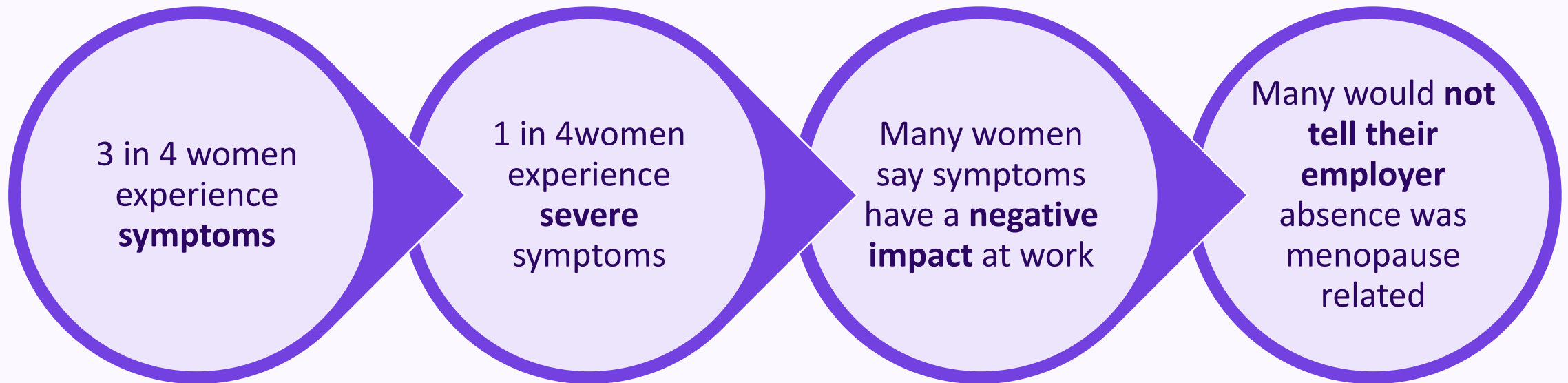
- Hysterectomy, oophorectomy
- Forced Menopause

Menopause Symptoms

- Everyone experiences Menopause differently
- Some people have no symptoms at all
- Some people experience many or all of these symptoms
- Symptoms can be experienced over many years



Menopausal Staff Secrets:



The Law supports your Menopausal Staff



Equality Act 2010

Health & Safety Act 1974

Workplace Policies/Guidelines

The Fawcett Report 2022

- One in ten women who worked during the menopause have left a job due to their symptoms.
- Eight out of ten women say their employer has not:
shared information,
trained staff
or put in place a menopause absence policy

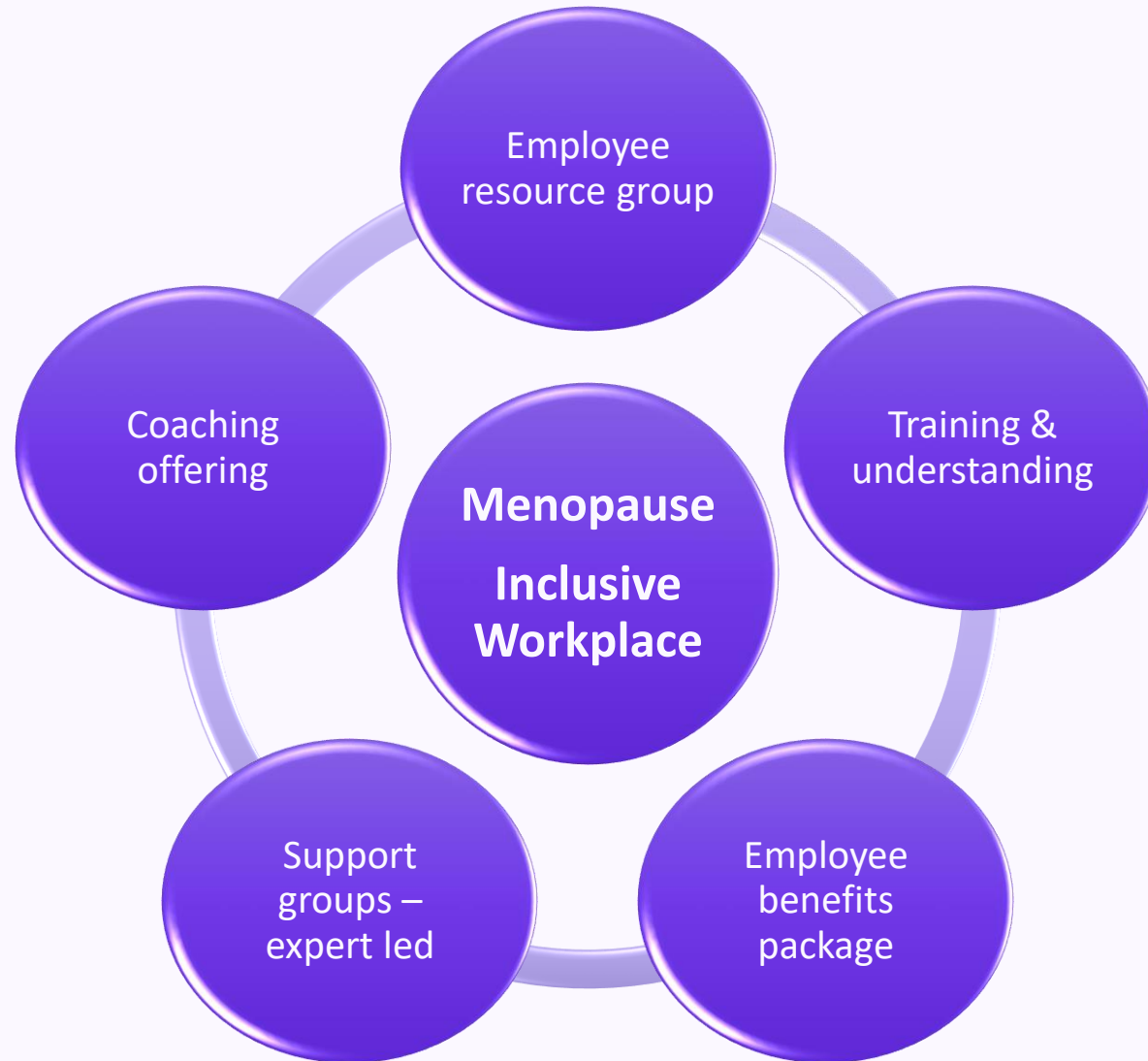
TOP SECRET

Employers - this is a huge opportunity to retain and attract talent!

Menopause at Work – The Benefits



Menopause at Work – Inclusive Culture



Menopause Friendly Accreditation

Employers can
work towards being
Menopause
Friendly

Accreditation
Process to achieve
the Menopause
Standard

Be Recognised as
an Employer of
Choice

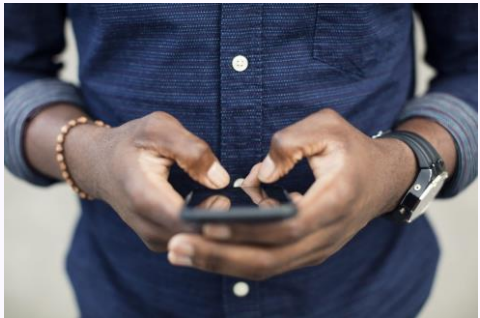
Simple Next Steps:

- Educate individuals and Leaders about the Menopause
- Understand everyone is different
- Be sensitive and supportive
- Be there to listen
- Talk about the Menopause – you may be surprised who joins in

Be an Employer of Choice?


- Work towards Menopause Friendly Accreditation
- Implement a Menopause Action Plan
- Introduce Menopause Manager & Staff Training
- Offer regular Menopause Support Groups
- Enlist a Menopause Coach to provide 1-1 support

Get your phone out now!



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Be Menopause Friendly

Start your Action Plans

Stay up to date with [#YouniqueMenopause](#)

Thank you

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