



WELLBEING
OF WOMEN

Menopause Xplored

Resources



If you'd like to find out more about the menopause, its symptoms and what workplaces can do to provide the right support, there are plenty of useful resources available.

About the menopause

Wellbeing of Women: What is the menopause?

We've published a range of health information on our website, with easy-to-understand articles explaining symptoms and treatment options.

wellbeingofwomen.org.uk/what-we-do/health-information/health-information-a-z/what-is-the-menopause/

Wellbeing of Women: Let's #ChatMenopause

Our Let's #ChatMenopause campaign features films of inspiring women sharing their experiences of the menopause at home and in the workplace, helping to normalise the conversation.

letschatmenopause.wellbeingofwomen.org.uk

NHS: Menopause

The NHS provides information about the menopause, including symptoms, treatments, and sources of further help and support.

nhs.uk/conditions/menopause

National Institute for Health and Care Excellence (NICE): Menopause diagnosis and management

NICE has produced comprehensive guidance on the diagnosis and management of menopause. The guidance is for healthcare professionals, and also for women and their families.

nice.org.uk/guidance/ng23

The British Menopause Society (BMS)

The BMS educates, informs and guides healthcare professionals, working in both primary and secondary healthcare, providing the latest research and resources for menopause care.

thebms.org.uk

Women's Health Concern

Women's Health Concern provides a confidential, independent service to advise, inform and reassure women about their gynaecological, sexual and post reproductive health.

womens-health-concern.org

Daisy Network

Daisy Network is a charity providing information and support to women diagnosed with Premature Ovarian Insufficiency (premature menopause). They provide information on treatments and research, offer a support network, and raise awareness of the condition among healthcare professionals.

daisynetwork.org

Workplace guidance and training: Published by professional bodies

Acas

Acas publishes comprehensive guidance on supporting employees through the menopause, developing policies, talking to staff, and the law.

acas.org.uk/menopause-at-work

The British Standards Institution (BSI)

The BSI has published a new standard on Menstrual and Menopausal Health in the Workplace (BS30416) providing guidance for employers to support the health and well-being of employees who menstruate or experience peri-menopause. The standard aims to tackle taboos and help employers keep talented people in work.

bsigroup.com/en-GB/standards/understanding-menopause-and-menstrual-health/

CIPD and Bupa

CIPD and Bupa have created a guide for managers, to help them confidently support employees through the menopause. It includes information about adjustments that can be made to the workplace, what to do if someone's performance is affected by menopause symptoms, and how to foster an inclusive working environment.

cipd.co.uk/knowledge/culture/well-being/menopause/people-manager-guidance

The TUC

The TUC has produced an interactive guide about menopause, the symptoms, why it's a workplace issue, real life stories, what employers can do, and how employees can influence change in the workplace.

tuc.org.uk/menopause-work

TUC Wales has published resources to help trade union reps work with employers to make improvements to the workplace. Resources include toolkits, reports, posters and leaflets. They also offer training courses, and an online training module.

tuc.org.uk/news/menopause-workplace

Unison

Unison campaigns to ensure union members who are going through the menopause are supported at work. They've published guidance for branches, to help initiate discussions with employers and push for adjustments to be made to the workplace. There's also a quiz to find out how menopause supportive your workplace is.

unison.org.uk/about/what-we-do/fairness-equality/women/key-issues/menopause

NHS Employers: Information and best practice

NHS Employers has published information about menopause in the workplace, with links to several best practice examples, for leaders and managers.

nhsemployers.org/articles/menopause-and-workplace

The Faculty of Occupational Medicine

The Faculty of Occupational Medicine has produced a downloadable guide on menopause and the workplace, with information for managers and for people experiencing menopause. There's also a handy and informative 'menopause focus' infographic.

fom.ac.uk/health-at-work-2/information-for-employers/dealing-with-healthproblems-in-the-workplace/advice-on-the-menopause

Standard Chartered Bank and The Financial Services Skills Commission: Menopause in the Workplace report

This report considers the impact of the menopause on women in financial services, with guidance and practical recommendations for employers.

wp.financialserviceskills.org/wp-content/uploads/2021/11/Menopause-in-the-Workplace-Impact-on-Women-in-Financial-Services.pdf

Guidance, training and accreditation from other providers

Menopause Support

Menopause Support provides training for businesses and organisations, as well as a host of free resources. Menopause Support is also home to the national #MakeMenopauseMatter campaign, which was successful in its call for mandatory menopause education for doctors.

menopausesupport.co.uk

Menopause Reality

Menopause Reality offers immersive film/VR based workshops for employers and healthcare professionals to improve engagement and understanding of the impact of the menopause.

menopausereality.com

Blooming Menopause

Blooming Menopause offers training for managers and colleagues, along with guidance for HR and Occupational Health teams.

bloomingmenopause.com

Everywoman: Menopause Resource Centre

Everywoman is a professional network for women and businesses, with a range of digital tools and learning resources on a host of topics.

everywoman.com/menopause-resource-hub

Over The Bloody Moon

Over The Bloody Moon is a collective of menopause specialists, supporting organisations that want to be menopause inclusive. Experts develop policies and guidance, run workshops, deliver accredited training, and provide coaching.

overthebloodymoon.com

Henpicked

Henpicked is an online community for women over 40. It runs Menopause in the Workplace, which offers CPD accredited training, and toolkits for line managers and colleagues.

menopauseintheworkplace.co.uk

Menopause Friendly membership provides access to roadmaps, workshops and resources, to help organisations achieve Menopause Friendly Accreditation.

menopausefriendly.co.uk

Menopause Experts

Menopause Experts provides information, education and support to organisations, and runs an accreditation scheme and training for nominated menopause champions.

menopauseexperts.com/for-companies

Positive Menopause

Positive Menopause offers resources, support and community for women going through menopause. The organisation has also produced information specifically for the workplace, and offers training, including male-only workshops and presentations.

positive-menopause.com

Fawcett Society

The Fawcett Society published a report revealing a lack of support for menopausal women in the workplace, which featured in the Channel 4 documentary 'Davina McCall: Sex, Mind and the Menopause'.

fawcettsociety.org.uk/menopauseandtheworkplace

50 PLUS: Choices: Menopause and Employment

This report is about menopause and workplace support, and includes key recommendations for government, employers and wider society. 50 PLUS: Choices is an initiative of the Department for Work and Pensions.

wellbeingofwomen.org.uk/uploads/Menopause-and-Employment-50-Plus-choices.pdf

Additional resources and sources of information

Balance

Balance provides information and advice to help people going through menopause. There is an app, where you can track symptoms, and a booklet about creating and working in a menopause confident organisation.

balance-menopause.com

Hello! Magazine: The Menopause Hub

Produced in partnership with Wellbeing of Women, this special website features articles about menopause. Celebrity interviews, lifestyle tips, and advice for women in the workplace.

menopause.hellomagazine.com

Peppy

Peppy is an app, which connects people to specialist, remote healthcare support. Offering one-to-one consultations, an 8-week course, mental wellbeing support and live virtual events.

peppy.health