Let’s talk menopause

Could the menopause be holding you or a colleague back?

For every ten women experiencing menopausal symptoms, six report that it has a negative impact on their work.

With the right support, there’s no need for anyone to press pause on their career during this natural transition. But many will continue to suffer in silence unless we break the taboo and start talking openly about menopause at work.

Find out how you can help...
Six in ten
Menopausal women say their symptoms have had a negative impact on their work.

One in four
Say they don’t get the support they need from their manager.

It can cause
- Memory loss
- Anxiety
- Headaches
- Difficulty sleeping
- Depression

If I hadn’t shared my experiences of the menopause at work, I’d never have come across the support and guidance I needed. It changed the way I felt about my own mental health.”

Kirstie Williams experienced the menopause at 42 following cancer treatment.

Supporting a colleague though the menopause is easy

**Do**
- Do your homework: make sure you know the facts.
- Do talk about the menopause – it can help reduce symptoms.
- Do review our top tips on how to approach a sensitive conversation.
- Do ask your employer for a risk assessment.
- Do make adjustments to the work environment or patterns.
- Do keep an open mind and be flexible.

**Don’t**
- Don’t make assumptions.
- Don’t shy away from talking about the menopause.
- Don’t focus on the problem, focus on solutions instead.
- Don’t share any personal information without consent.
- Don’t address poor performance without first addressing any health issues.
- Don’t offer medical advice but do suggest relevant support.

Small things can make a big difference.

Join the conversation #MenopauseAtWork

Find out how at cipd.co.uk/menopause