

## Free menopause awareness sessions for colleagues, partners, families and friends

Free sessions begin on International Women's Day (Tuesday 8 March 2022)

People going through menopause are the fastest growing population at work with around eight out of 10 menopausal women experiencing this change while working.

While some sail through menopause, three out of four experience symptoms and as many as one in four have serious symptoms. Despite this, around half have never consulted a healthcare professional about their menopause.

Research also shows that the majority of women are unwilling to discuss menopause related health problems with their line managers or ask for any support they may need.

We're passionate about the wellbeing of our colleagues and want to equip our workforce to feel comfortable talking about menopause openly.

### Join us for our free awareness sessions

A series of free menopause awareness sessions are taking place to coincide with [International Women's Day](#) on Tuesday 8 March 2022.

The sessions are being offered in partnership between Henpicked and West Yorkshire Health and Care Partnership (our integrated care system, or ICS) and are open to all staff and volunteers working in health and social care.

Sessions are being held for [colleagues](#), for [people working in human resources \(HR\) and occupational health \(OH\)](#) for [line managers](#) wanting to understand how to support their teams and for [partners, friends and family members](#) of someone going through the menopause.

It is a fantastic opportunity for those who are affected by the menopause, those who aren't affected and wider health and care professionals to work together to raise awareness and look at ways to support people impacted by this experience.

## Let's Talk About Menopause - colleague sessions



What do you know about the menopause? Are you, a member of your family, friend or colleague experiencing menopause and want to know more?

This webinar covers what menopause is, its symptoms, ways of managing them, thinking about long-term health, GP and workplace conversations and where help is available.

[Book your place on the colleague menopause session on Wednesday 9 March 2022](#)

[Book your place on the colleague menopause session on Thursday 7 April 2022](#)

## Let's Talk About Menopause - partners, friends, and family sessions



What do you know about the menopause? Are you, a member of your family, friend or colleague experiencing menopause and want to know more?

This webinar covers what menopause is, its symptoms, ways of managing them, thinking about long term health GP and workplace conversations and where help is available.

[Book your place on the partners, friends and family menopause session on Wednesday 23 March 2022](#)

[Book your place on the partners, friends and family menopause session on Monday 4 April 2022](#)

## Let's Talk About Menopause – line manager sessions



Join us to discuss how you can support your team members experiencing the menopause.

These free virtual sessions cover:

- the four compelling reasons why organisations need to support menopause in the workplace, including:
  - the demographic case
  - the business case
  - the social responsibility case
  - the legal case
- what menopause is, why it happens and when it may happen
- how to recognise and understand menopause symptoms and the impact they have at work
- the different approaches to managing menopause and how you can feel confident signposting to credible resources
- employment law and the legal framework surrounding menopause in the workplace
- how to have supportive conversations with colleagues around menopause
- access to a toolkit of additional resources to support managing menopause

[Book your place on the line manager menopause session on Tuesday 8 March 2022](#)

[Book your place on the line manager menopause session on Tuesday 5 April 2022](#)

## Let's Talk About Menopause – human resources (HR) and occupational health (OH) sessions



We're passionate about the wellbeing of our colleagues and want to equip our HR and OH colleagues to feel comfortable talking about menopause openly.

These sessions have been planned to support our people teams in their ongoing work to lead improvements in the experiences of people experiencing menopause in the workplace.

The sessions cover:

- why we all need to talk about menopause at work
- what the menopause is and how someone could be affected by it
- the keyways of managing menopause and where to signpost help and support during menopause
- the role of HR/OH and the legal framework we need to understand
- what best practice looks like
- how to have a supportive conversation around menopause
- considerations around menopause and other policies such as flexible working and performance management

[Book your place on HR and OH menopause session on Thursday 24 March 2022](#)

[Book your place on the HR and OH menopause session on Wednesday 27 April 2022](#)