Menopause
in the workplace

Around 3.5 million women in the UK, from age 45 onwards, are experiencing menopause.

What is *Menopause?*

Menopause is the point in time when individuals have not had a menstrual period for 12 consecutive months. During this stage, the ovaries stop releasing eggs and producing oestrogen, signaling the end of the reproductive years.

Key Symptoms *of menopause*

- Trouble sleeping
- Brain fog or difficulty concentrating
- Hot flushes and night sweats
- Joint aches and fatigue
- Irregular or missed periods
- Low mood
- Anxiety

How You Can Support *someone with menopause*

- Listen without judgement
- Show patience and understanding
- Offer reasonable adjustments (if you're a manager)
- Encourage professional help
- Signpost to your company's women's health network
- Speak with your GP or healthcare provider to understand treatment available.

Menopause is a natural stage of life. Let's break the stigma, raise awareness, and support each other.

TOTM