Bringing World Menopause Day into our workplace.

World Menopause Day is on 18 October 2022. It’s a chance to make sure you’re aware of the support that is out there, so you don’t have to face the menopause alone.

At <company name>, we want to be sure our work environment supports your health. The menopause shouldn’t feel like a taboo and everyone should feel they can have a conversation with their manager about how they’re feeling.

Symptoms of the menopause
The menopause can cause a wide range of physical and psychological symptoms. Remember, everyone is different. Symptoms can change from person to person and can vary widely.

Some of the more common symptoms of the menopause are:

- mood swings, anxiety and depression
- loss of confidence
- hot flushes (where your face and neck can feel hot)
- trouble sleeping and night sweats
- irregular periods or a change to how light or heavy they are
- headaches, muscle aches and pains
- weight gain
- vaginal dryness, itching and irritation

Here’s what Dr Samantha Wild, Women’s Health Clinical Lead and Primary Care Physician at Bupa, has to share:

“It is vital that colleagues are supported in the workplace so they can continue to work at their best and fulfil their potential. Six in 10 people report that their menopause symptoms have had a negative impact on their work.¹ One in 4 people have also considered leaving their job due to their symptoms.² For some, symptoms of the menopause can last up to 10 years. As well as the direct effects on the person going through it, there can be indirect effects of the menopause on close family members and friends too.

“Start by normalising the conversation within the workplace, raising awareness and reducing the stigma to enable open and honest discussions. Everyone needs to be educated about what the menopause is, how the menopause can affect people and where to signpost someone for help and support if they need it.

“Listen sensitively to what a person needs to help them manage their symptoms. Often, a few simple changes to someone’s working environment can make a huge difference to their experience. An example of this could include introducing flexible working hours if someone isn’t sleeping well. Or it might be helpful to get a fan to help manage hot flushes. Provision of GP and mental health services are incredibly valuable too. They also show that a business really is taking the menopause seriously and trying to protect its talent.”
**Where to get support**

You don’t have to face the menopause alone. Bupa has a range of expert menopause support that’s fast, empathetic and confidential. Speak with <relevant manager/HR representative> to see what’s available to you.

You have access to Bupa’s World Menopause Day toolkit for practical health and wellbeing advice.

You can also visit the [International Menopause Society website](#) for more support.

¹Let’s talk menopause. CIPD, 2019

²People Management. CIPD, 2021