



Healthy  
Cornwall

# Menopause awareness

Public Health Skills Development Officer

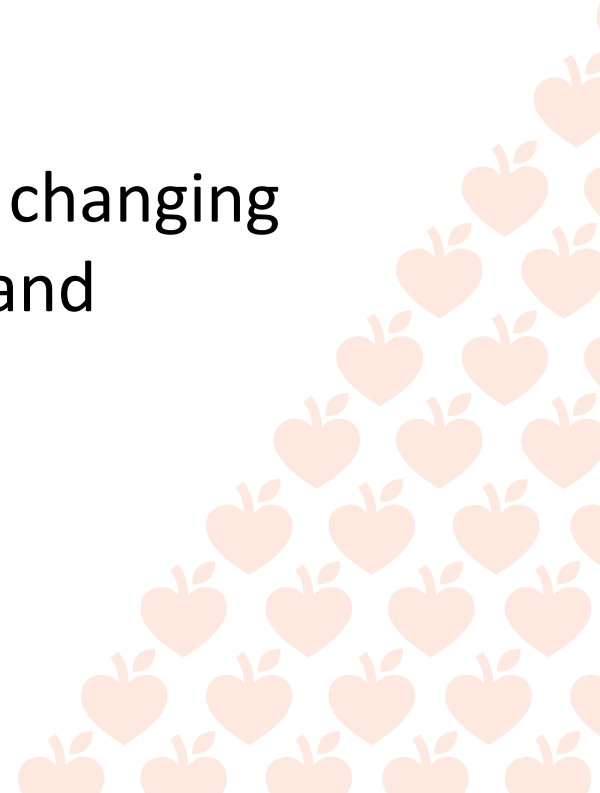
Sara Bibb

[www.healthycornwall.org.uk](http://www.healthycornwall.org.uk)

# Outcomes

## The two hour workshop will help you to:

- Understand more about perimenopause, menopause and other associated hormonal imbalances
- Have a better understanding of how changing hormones can have a psychological and physiological effect on us all
- Consider supportive practice





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# QUIZ





# The 4 Stages of Menopause

1

## Premenopause

Starts when a woman enters her reproductive years and ends with the first signs of menopause. The beginning of premenopause can be defined as the first menstrual cycle.

2

## Perimenopause

Estrogen levels begin to decline and fluctuate, causing unpredictable periods. It can last several years and common symptoms are hot flashes, dry skin and irregular periods.

## Premature Menopause

Some women may experience early menopause due to illness, genetics or medical procedures. Symptoms tend to mirror perimenopause.

3

## Menopause

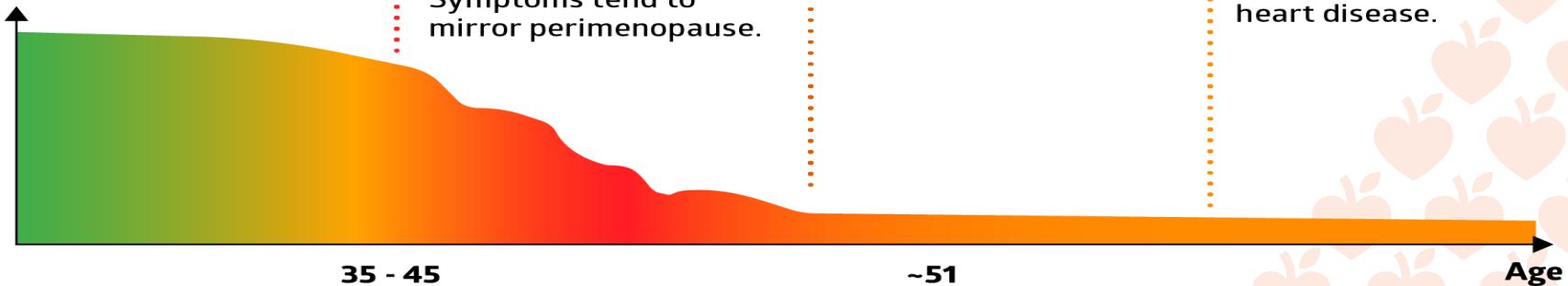
Represents the end stage of a natural transition in a woman's reproductive life. The ovaries stop producing eggs and a woman can no longer get pregnant naturally. It is marked by the total cessation of the menstrual cycle for 12 months or more.

4

## Postmenopause

Refers to the stage after menopause occurs and lasts the remainder of your life. Due to decreases in estrogen, there's an increased risk of osteopenia, osteoporosis, and heart disease.

Estrogen Level



35 - 45

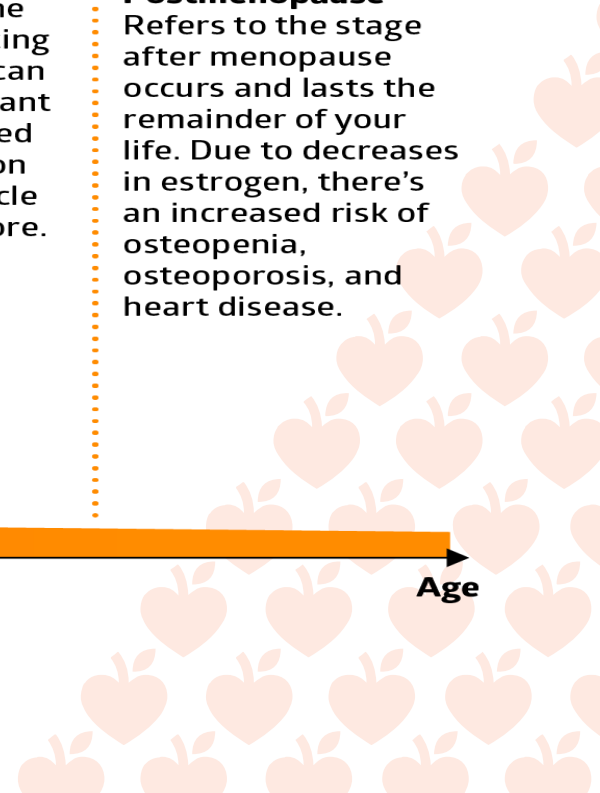
~51

Age

Symptom Experience:

Mild

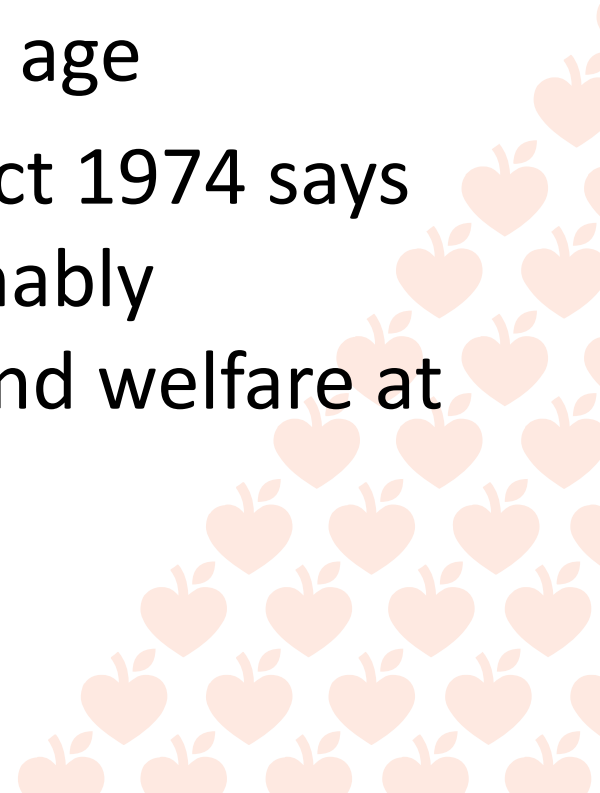
Strong



# Menopause and the law

There are two main strands of law that *may* relate to the perimenopause and menopause:

- The Equality Act 2010 protects workers against discrimination. This includes because of their sex, a disability and their age
- The Health and Safety at Work Act 1974 says an employer must, where reasonably practical, ensure health, safety and welfare at work



# What Can You Do?

## CIPD (Chartered Institute of Personnel and Development) guide

1. Review existing policies and frameworks
2. Help to break through the silence
3. Identify reasonable adjustments
4. Enable line managers to support their teams
5. Get your senior leadership team on board

# Menopause friendly workplace



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CIPD (Chartered Institute of Personnel and Development) guide

- Regular one to ones with staff
- Don't make assumptions, treat individually
- Avoid interruptions and judgemental responses
- Listen & give employee time to talk
- Empathise
- Be flexible
- Be supportive
- Be patient



# 2 other species discovered that share the menopause ...





# Further Training



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- Understanding Stress
- Developing Resilience
- Mindfulness, meditation and sleep hygiene
- Dementia Awareness
- Absenteeism, Presenteeism and Leavism
- Mental Health Awareness
- MECC
- SafeTALK
- SuicideTALK



# ASIST

**mhfa**   
mental health first aid england

# Thank you



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