

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.

