

Menopause in the Workplace – 05.05.22

Did you watch Davina McCall's 'Sex, Mind and the Menopause' on Channel 4 on Monday?

It was an insightful documentary sharing real stories, new research, and highlighted the importance of supporting menopause in the workplace. If you missed it, the programme is still available to view via All4 for the next 27 days (link below).

Research relevant for the workplace:

- One in ten who have worked during the menopause have left a job due to their symptoms.
- Symptoms that affect women the most: sleep problems, hot flushes, brain fog and anxiety.
- 52% said they lost their confidence during the menopause.
- **8 in 10 employers have nothing in place** to support their employees

The documentary was based on The Fawcett Society* research. The research gives recommendations across a wide-range of areas, from workplace to healthcare support and asks the Government to take further action.

Documentaries like this encourage conversations around menopause, helping to change mindsets and attitudes, and allow for the creation of an open and inclusive environment where those affected by issues relating to menopause can be confident of being heard.

The Learning Alliance is committed to being a Menopause Friendly employer and our aim is to support all staff affected by the menopause, or experiencing issues relating to the menopause.

How do we support our staff?

- The TLA website has a dedicated Wellbeing page with useful resources to support employees experiencing menopause, and to assist managers in having those supportive conversations with their staff: [Staff Wellbeing | The Learning Alliance](#)
- A new TLA Menopause policy has been drafted and will be reviewed by Trade Union representatives this month, before being shared with staff.
- Trust schools have created their own school-led wellbeing groups where issues such as Menopause can be discussed openly.

Further resources for Menopause outside of work:

- Davina McCall's '[Sex, Mind and the Menopause](#)'
- BBC 4 Woman's Hour [BBC Radio 4 - Woman's Hour, The Menopause](#)
- Menopause Support [menopausesupport.co.uk – Supporting You Through Change](#)
- The Menopause Charity [Menopause Support and Advice from The Menopause Charity](#)
- Menopause and Me [Menopause & Me | Listen to Podcasts \(menopauseandme.co.uk\)](#)

The Fawcett Society research, *Menopause and the Workplace*, is available to read here: [Download.ashx \(fawcettsociety.org.uk\)](#)