



*Breaking Down Stigma Around
the Menopause at Work to Create
a More Supportive and Inclusive
Organisational Culture*

Jessica Easterbrook, Lead HR
Consultant



Before we start

I use the word 'symptoms', it is recognised that the menopause is not a disease and the word is used as a shorthand for all potential experiences

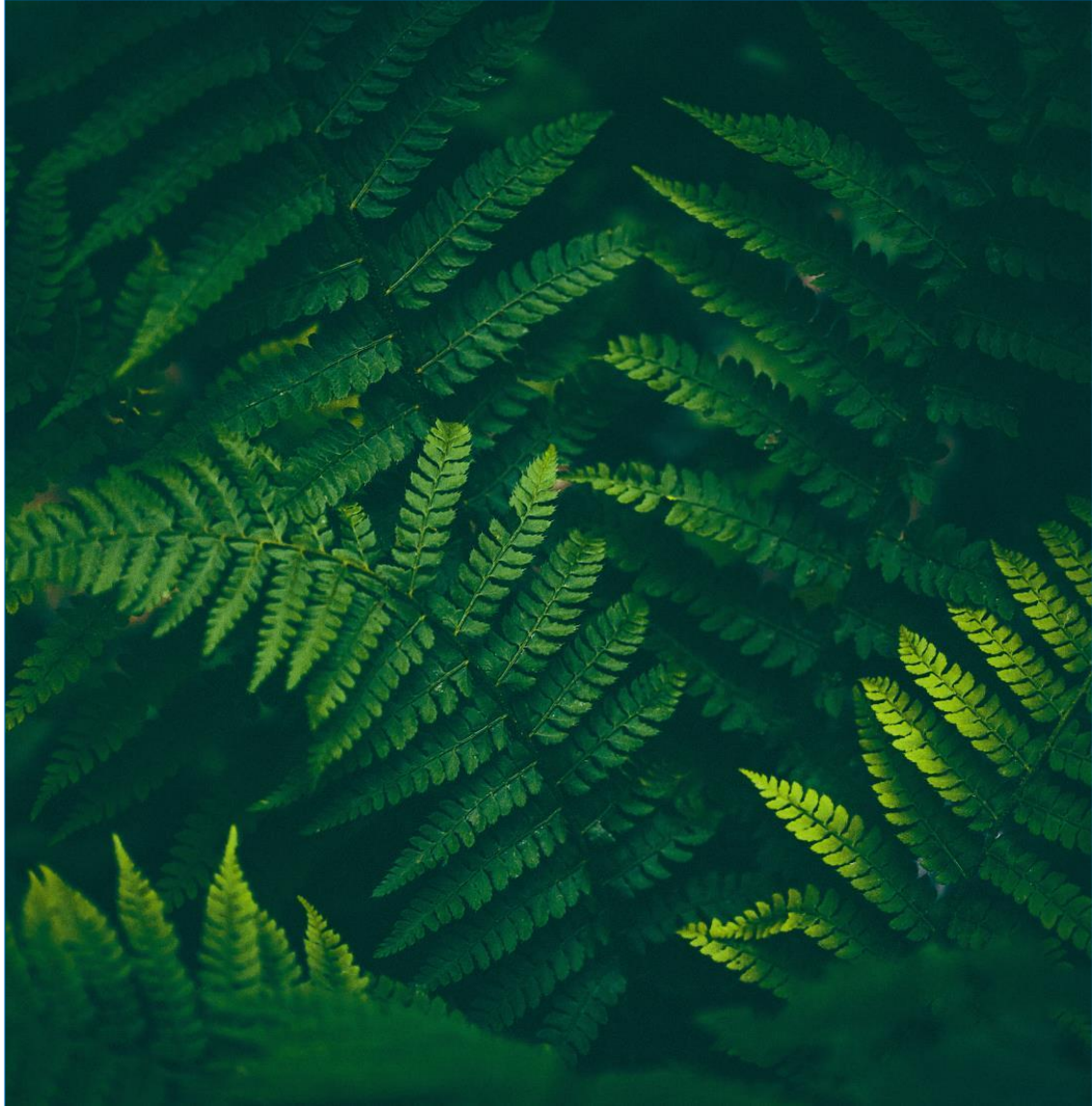
If I refer to 'women' I use this word to include everyone who identifies as a woman, all identifications are respected



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- ✓ Use the data available
- ✓ Know your Demographics
- ✓ 'Whole selves'

First phase

- ✓ Menopause on the agenda

Second phase

- ✓ Developed these strategies to support a virtual workforce





The First Phase

Courage to Change

78% of staff at ESCC
identify as women, and of
these, 36% are aged
between 45 – 55

- What are these the key
years for?

ESCC
Demographics

2017 was crunch time!

- ✓ Raise awareness about the menopause
- ✓ Reduce stigma
- ✓ Menopause strategy required



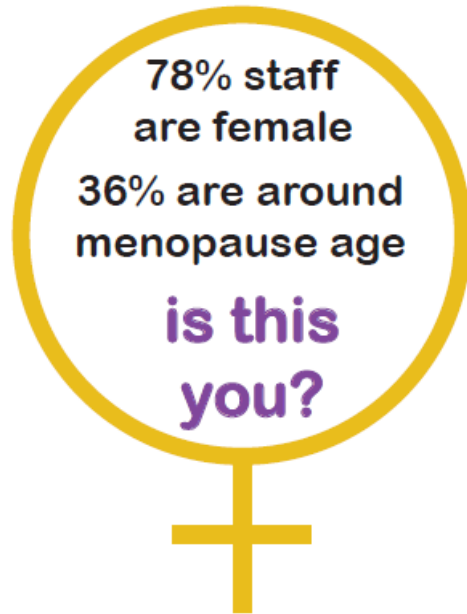


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Strategy

- ✓ Campaign Launch
- ✓ Training programme
- ✓ Signposting

the menopause demystified



Would you like to understand the menopause?

Would you like to be able to manage it?

Learn how to be confident with your choices

Make this the best time of your life

Take back control of your mojo

Join us at this half-day workshop

Monday 12 March 2018

Where? **Eastbourne**

To book your place go to: EastSussexLearningPortal.eastsussexlearning.org.uk/Corporate-Training/5



Campaign: Lets break the taboo...

Supporting the women that make up the majority of our workforce



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Training

I thought this course was an **excellent addition** to the ESCC training programme and long overdue, I **learnt more in 3.5 hours** than my doctors have been able to tell me in 13 years!!!.

I found the course very informative and it was great to be able to **share experiences** with other like minded women.

I came away feeling empowered and made me feel I wasn't alone.

It has certainly enlightened me ...a lot more than just hot flushes and that there is support out there and we **shouldn't be afraid to ask for it.**

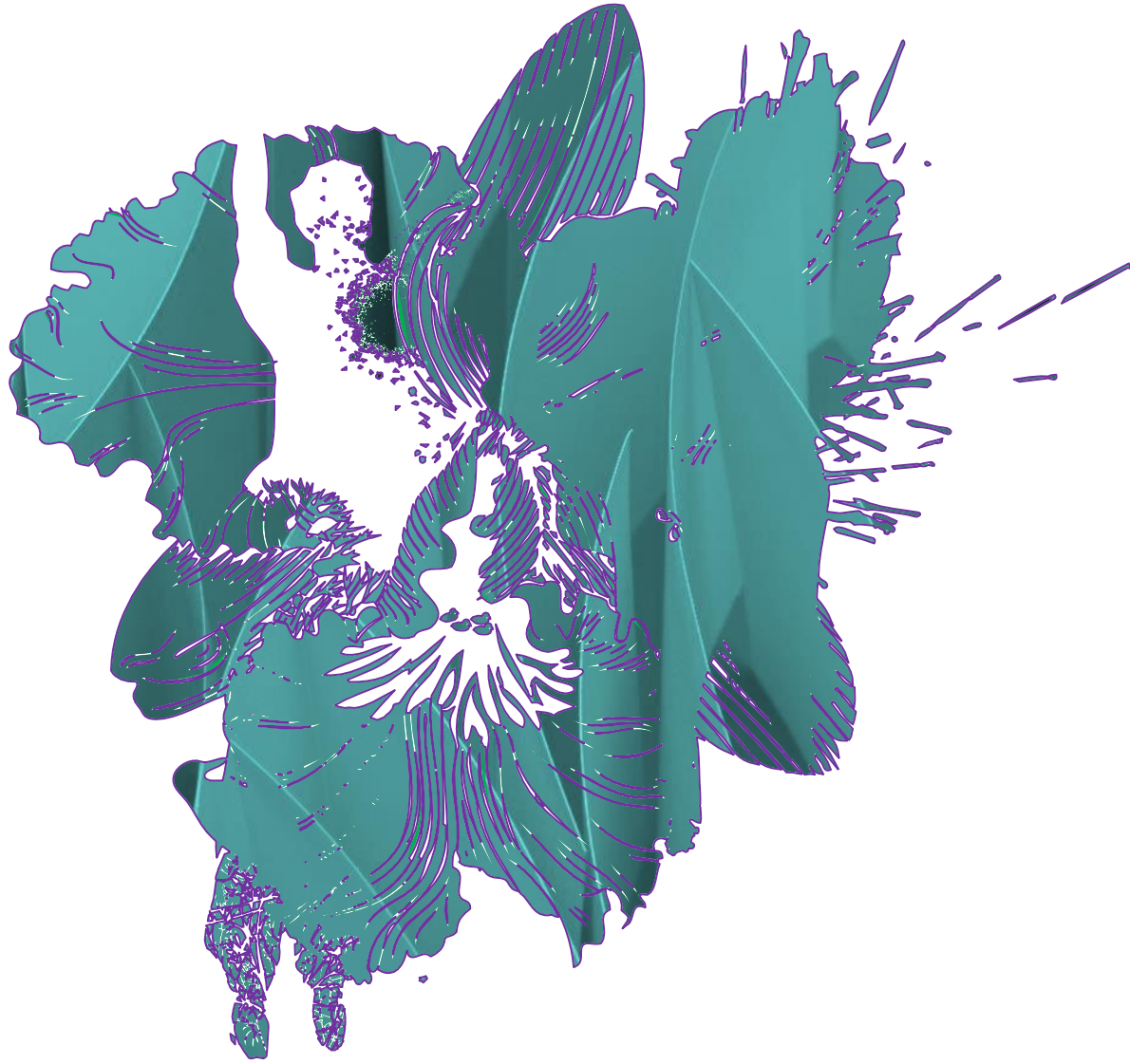
One of the most **interesting and informative** training sessions I have ever attended





Signposting

- ✓ Absence reason
- ✓ Employee guide
- ✓ Managers guide
- ✓ Mental Health Guides



The Second phase

Adapting to a virtual workforce

- ▷ **1 in 4 consider leaving job**
- ▷ **>95% want to understand more**
- ▷ **>75% want more workplace knowledge**

4:36 / 6:08

Demystifying the menopause: E-learning

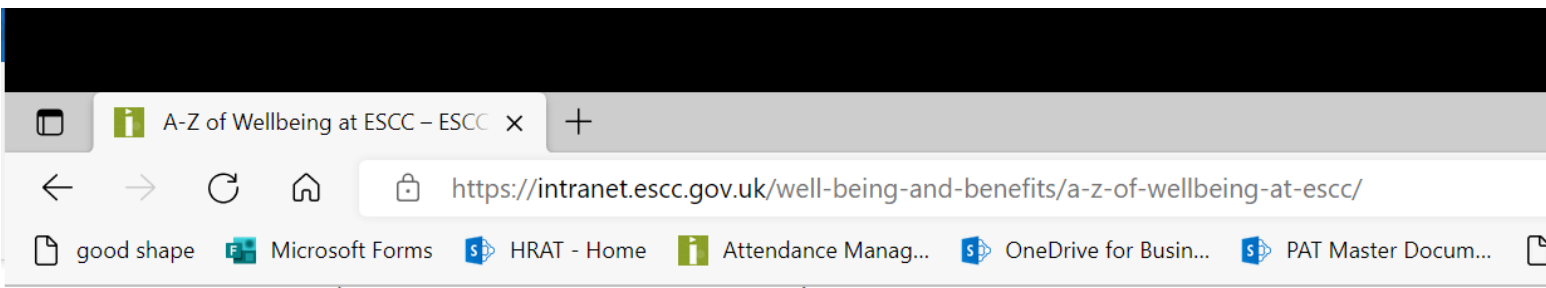
- ✓ **Spotting the signs:** How to spot the signs in yourselves and others
- ✓ **HRT:** Myths, facts and risks about HRT
- ✓ **Supporting yourself:** How you can support yourself through the menopause



Menopause Awareness – E-learning feedback

“really interesting and informative, and definitely relate to different signs and symptoms spoke about”

“THIS IS AMAZING! I’m so pleased people are benefitting from the videos and the guides. It’s very much needed as a vast majority of our employees are female. Videos are great and the guides are getting good feedback too!”



[intranet pages.](#)

L

[Leave and time off](#) - Find out more about annual leave, sickness absence, maternity, paternity and adoption and other types of leave (e.g. dependent care, parental, unpaid etc).

M

Meditation - Free meditation by [Meditainment](#) is a blend of guided meditation with stories, music and sounds of nature. The guided meditations and visualisations are created to be engaging and inclusive so that meditation and its amazing benefits can easily be enjoyed by everyone!

[Menopause](#) - Guidance on menopause and the workplace.

[Mental health](#) - Valuable information, tools, resources and signposting for managers and employees of the Council on the support that is available for mental health and emotional wellbeing.

[Mental Health First Aid \(MHFA\)](#) - MHFA is the help offered to a person developing a mental health issue, experiencing a worsening of an existing mental health issue or in a mental health crisis. [Find a MHFAer.](#)

[Mental Health: TALK – A Manager’s guide](#) - Provides useful information and resources to help managers support the mental health of their reports

A-Z of Wellbeing





Lesson Learnt

- ✓ Demographics
- ✓ Data
- ✓ Be brave







What next?

- ✓ Menopause cafes
- ✓ Re-launch E-learning
- ✓ Menopause Awareness day



Thank You

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