

An expert's guide to menopause at work

Facts and resources to help you support your people



Produced by Peppy, the digital health app that connects your employees to menopause experts

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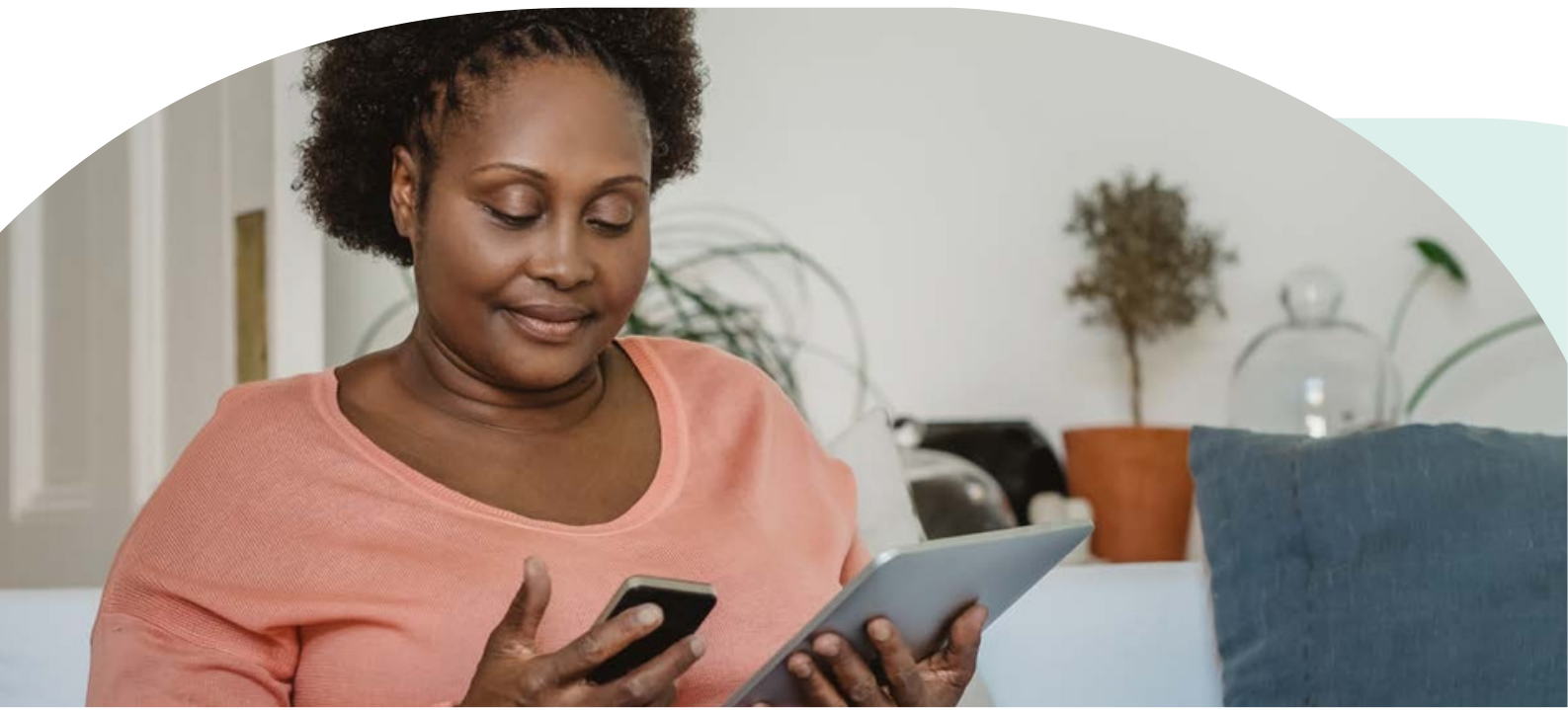
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About the author

Kathy Abernethy is a leading menopause expert and Director of Menopause Services at Peppy, where she and her team deliver specialist menopause support to employees via Peppy's digital health app.



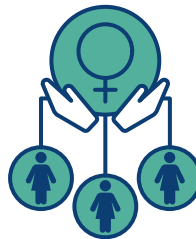
So, what exactly is menopause?

The medical definition of menopause is when periods finally stop. Medically, once you haven't seen a period for one year and you're over the age of 50, you're 'post menopausal', i.e. the menopause has happened.

In everyday use, we use the term 'menopause' or 'perimenopause' to refer to all the changes that happen around the time of your periods stopping. These can start before your periods stop, and can carry on for long after your last period ends.



100%
of women will experience menopause



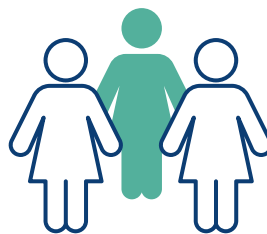
90%
feel symptoms of menopause are affecting their performance at work¹

1. Survey of 1,132 women from Newson Health Menopause and Wellbeing Centre, 2019.



only **22%**
of employees have spoken about menopause in their workplace²

2. Study of 2,000 UK employees by Peppy in September 2021.



1 in 3
will consider reducing hours or leaving work because of their menopause symptoms¹

1. Survey of 1,132 women from Newson Health Menopause and Wellbeing Centre, 2019.

Did you know, there are 34 known symptoms of menopause, including:



Heart palpitations



Tiredness



Mood changes, anxiety



Poor memory, brain fog



Hot flushes



Difficulty concentrating

5 ways menopause is impacting your business

(and how to fix it)



Health and wellbeing

There are **34** known symptoms of menopause, including hot flushes, difficulty concentrating and brain fog¹

¹ <https://www.medicalnewstoday.com/articles/what-are-the-34-symptoms-of-menopause>

Tip

Train line managers about menopause symptoms so they can identify the warning signs and have open conversations with team members about their symptoms



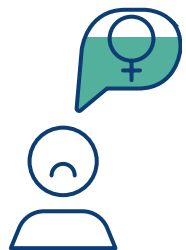
Team productivity

90% feel that their menopausal symptoms have a negative impact on their work²

² <https://www.unison.org.uk/content/uploads/2019/10/25831.pdf>

Tip

Menopause is still a topic many people don't feel comfortable talking about. For a true picture of how your colleagues are feeling, share an anonymous survey



Employee engagement

70% say they feel uncomfortable talking about menopause at work³

³ <https://www.unleash.ai/study-70-feel-uncomfortable-talking-about-menopause-at-work/>

Tip

Appoint a 'menopause champion' who is happy to share their own experiences, talk to diversity and inclusion groups, and drive new initiatives to support menopause



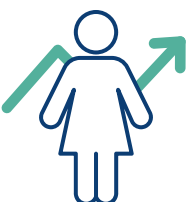
Preventable attrition

1 in 4 will consider leaving their job because of menopause symptoms. 1 in 10 actually do⁴

⁴ https://www.healthawareness.co.uk/menopause/1-4-of-women-have-considered-leaving-their-job-because-of-the-menopause/#_-text=Two%20thirds%20of%20women%20working%20handling%20in%20their%20notice

Tip

Give your colleagues free access to specialist menopause support. Ideally, choose an easy-to-access, confidential digital solution



Employer brand

Women of menopausal age are **the fastest-growing demographic** of the UK workforce⁵

⁵ https://www.cjpd.co.uk/images/menopause-people-professionals-top-tips_tcm18-65428.pdf

Tip

Once you have menopause support in place, shout about it! Position your organisation as a gender-diverse, forward-thinking, inclusive employer to attract and retain top female talent

6 simple steps for HR and benefits professionals



Take action today to support your colleagues and boost your employer brand



1 Start the conversation appoint a menopause champion

A menopause champion is someone who will help offer support to others and start the conversation about menopause in your workplace. Organisations that have successfully appointed menopause champion(s) include Aviva and Santander.



2 Ask your colleagues send out an anonymous survey

3 in 4 women say they wouldn't feel comfortable talking to their line manager about menopause. Send out a short, anonymous staff survey to find out what's bothering them, and how you can help.

CLICK HERE

for our free menopause survey template



3 Be practical consider simple changes to your working environment

Changing someone's experience of menopause at work could be as simple as moving their desk location, opening a window or offering a more breathable uniform fabric option. Be open-minded and try to work together to make them comfortable.



4 Train line managers empower your team with knowledge

It's important that all HR team members and line managers understand what menopause is, how it can affect colleagues and how they can talk to team members about it. Once you have support available, make sure line managers know the pathway to support.



5 Build a business case arm yourself with the tools you need to speak to your c-suite

Make sure your senior leadership team is aware of the impact menopause is having on their business. Use the stats on the previous page to proactively build a business case that opens their eyes to the productivity losses and preventable attrition that menopause causes (and the uncaptalised opportunity that awaits).

Top employers including Clifford Chance, Santander UK, Marsh McLennan, the University of Sheffield and Wickes already support their people through menopause – with more joining them every day.



6 Get Peppy the digital health app that gives your people personalised menopause support

The Peppy app enables you to give your people personalised, highly-accessible menopause support at the touch of a button. Peppy is a high-impact tool to improve health and wellbeing and set your organisation apart as a destination employer.

LEARN FROM INDUSTRY LEADERS

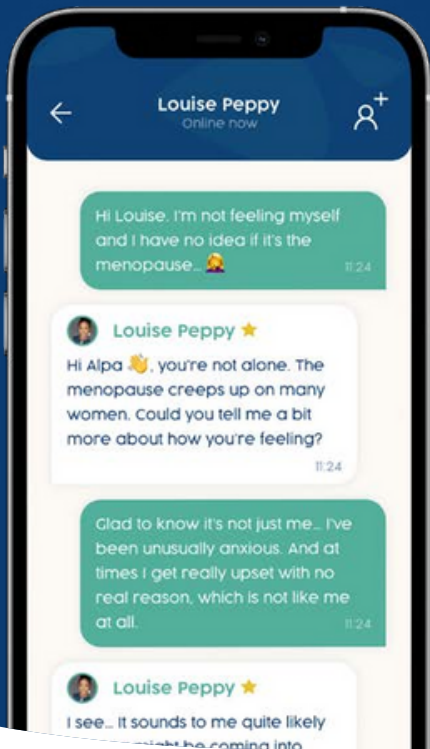
Hear from employers who offer menopause support



At Santander,

90% of people

felt more positive about their employer after receiving specialist menopause support.



About Peppy

Peppy™

Peppy is a digital health app that connects employees to human experts, supporting under-served areas of healthcare.

These include menopause, fertility, pregnancy and early parenthood, men's health, and women's health.

Support on the Peppy app features one-to-one private chat and consultations with experts, live events and an on-demand library of articles, videos and audio toolkits.

Over 250 leading employers now give their employees access to life-changing support, with Peppy.

What menopause support solutions are available?



Menopause policy

Accessibility



Affordability



Quality of support



Personalisation



Prevention focus



Ease of implementation



Employee assistance programme (EAP)

Accessibility



Affordability



Quality of support



Personalisation



Prevention focus



Ease of implementation



Private medical insurance

Accessibility



Affordability



Quality of support



Personalisation



Prevention focus



Ease of implementation



Peppy menopause support

Accessibility



Affordability



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Personalisation



Prevention focus



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BOOK A LUNCH & LEARN

Book a Peppy Lunch & Learn to find out how menopause support can transform your people and your business