

**CONTROLLED DOCUMENT**

Menopause Passport

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| **CATEGORY:** | Guidance |
| **CLASSIFICATION:** | Health and Wellbeing/Inclusion  |
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 | Managers All Staff  |

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Menopause Passport

The menopause passport has been designed to give staff an opportunity to discuss how the menopause is impacting them at work. It also gives managers an opportunity to ask questions and for the correct support and adjustments to be put in place.

The menopause passport: can follow a member of staff between roles in the Trust, stay valid when managers change and should be updated when necessary, to review if the staff member’s needs or the role has changed. The passport should be signed by both the staff member and the manager to acknowledge they both agree to the document.

UHB has over 70% Women staff, who are likely to experience menopause symptoms at some point. The Trust is committed to the wellbeing of its staff and aims to create an environment where women feel confident enough to raise issues in relation to their menopause symptoms. We may also have staff who do not identify as female such as our Trans or non-binary staff who may also experience menopausal symptoms.

Menopause itself is not a disability; however for some people menopausal symptoms are severe which may constitute as disabilities, triggering the obligation to make reasonable adjustments and protection from less favourable treatment under the Equality Act 2010. Menopause is largely covered under four protected characteristics: age, sex, gender reassignment and disability. Staff are also able to record menopause as a reason for absence on ESR. For more information about reasonable adjustments please see Guide for managers – making reasonable adjustments[[1]](#footnote-1).

Many women naturally experience reduced fertility when they are about 40 years old, they may start getting irregular menstrual periods as they transition to menopause. Symptoms that are assumed to be caused by menopause could in fact be masking other conditions. A person should contact their GP if they are experiencing menopausal like symptoms.

**Definitions**

**Premature (early) menopause** - When menopause occurs before the age of 40, it is referred to as premature menopause.

**Peri menopause –** The time leading up to menopause when a person may experience changes such as irregular periods or other menopausal symptoms**.**

This can continue for years before the menopause.

**Menopause –** is defined as a biological stage in a person’s life that occurs when they have gone through 12 consecutive months without a menstrual period. The average age for a person to reach menopause is 51 however it can be earlier or later than this. [[2]](#footnote-2)

**Post menopause** – is the time after the menopause, when a person has experienced 12 consecutive months without a period. Symptoms do not necessarily stop after 12 months without a period.

**Primary ovarian insufficiency (POI)** — also called premature ovarian failure occurs when the ovaries stop functioning normally before age 40. When this happens, your ovaries don't produce normal amounts of the hormone estrogen or release eggs regularly. This condition often leads to infertility.

**Medically induced menopause –** can be caused when ovaries are damaged by treatments such as radiation, chemotherapy and other medications or as occurs when the ovaries are surgically removed.

**How to complete the Menopause Passport**

The meetings can be as often as needed and agreed by both staff member and the manager. However, Menopause symptoms can change, if support is needed before the next arranged meeting, staff should contact their manager for their passport to be reviewed and adapted, to ensure their needs through their menopause journey are being met. The passport should be signed by both the staff member and the manager to acknowledge any changes and both should agree to the revised document.

**Prepare –** take some time to think about what you would like to include in the passport and discuss. Keep a diary of your menopause symptoms (see additional information & Guidance in Appendix 1),[[3]](#footnote-3) how they are affecting you at work and what you are doing to manage them, and how you would like your manager to support you on your menopause journey. You do not need to include anything specific, but we would encourage you to make this an open and honest conversation.

**Arrange a meeting** - Arrange an appropriate time to meet, allowing enough time for the conversation, we would recommend considering:

• Find a room that will keep your conversation confidential

• Speak openly and honestly

• Explore the best ways that support could be offered

• Agree on any actions or adjustments and how to implement them

• Arrange a follow-up meeting if needed.

**The meeting –** the purpose of this meeting is for your manager to understand your menopause symptoms. This will allow your manager, as well your colleagues to support you moving forward. All parties should attend the meeting with an open mind. If at any point it becomes obvious that more information or advice from another source be useful, the meeting can be paused to do this and re-arranged to complete the Menopause Passport once this information has been received.

**MENOPAUSE PASSPORT**

Menopause Passport for: (employee name)

Role of the staff member:

Completed on: (Date)

Completed with: (line manager name, and anyone else present at the meeting)

|  |
| --- |
| **How does the menopause impact you at work?** This could include anything that matters to you, which you think we should be aware of, such as: other health conditions or personal circumstances. You may want to include your menopause symptoms, include nature, frequency, duration, time of day and severity and impact on quality of life, and what is a trigger for you at work.  |
|  |
| **Additional Information** It may be useful to refer any appropriate reports for example Access to Work, Occupational Health. |
|  |
| **What do you think would benefit you at work?** e.g. flexible hours, reduced hours, frequent breaks, equipment, change of duties |
|  |
| **The ways forward** Consider what is practical, reasonable and likely to be effective. Detail clearly each action and who will do what. If you are unsure about how to take an action forward, detail who will look into it and by when. | **Action** | **Date/Responsibility** |
|  |  |
|  |  |
|  |  |
|  |  |
| **Sharing with your team**  Consider who information will be shared with and what will be shared. |
|  |

Signed: (employee) Signed: (line manager)

Print name: Print name:

Date: Date:

 Review Date:

**Further Information and Resources**

For more information, please refer to:

* Menopause Guidance.pdf which can be found [here](http://uhbpolicies/search-results-new.htm?sitekit=true&task=search&indexname=cd-test&search=menopause+guidance)
* [Menopause](http://uhbhome/menopause.htm) intranet site including information about menopause champions and Menopause club (MClub) meetings, a peer to peer network.
* [Occupational Health](http://uhbhome/occupational-health.htm)
* [Staff networks](http://uhbhome/staff-networks.htm)
* Menopause training for staff available on Moodle.
* Inclusion and Wellbeing team for advice and signposting inclusion@uhb.nhs.uk
* Guidance for Managers – making Reasonable adjustments <http://uhbhome/disability-network.htm>

**Associated Policy and Procedural Documentation**

* Sickness Absence and Attendance Procedure
* Flexible Working Procedure
* Prevention and Management of Stress at Work Policy
* Stress Prevention and Management at Work Procedure
* Dress and uniform policy
* Fans Procedure

**Additional Resource - 1**

**Menopause Diary**

|  |  |  |
| --- | --- | --- |
| **Physical symptoms**(e.g. hot flushes, sleep problem, change in periods, aching joints) | **Psychological symptoms**(e.g. brain fog, memory problems, anxiety/worry) | **How do the menopause symptoms affect you at work** |
|  |  |  |

**Additional Resource – 2**

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| --- |
| Perimenopause/ Menopause symptom checklist |

Below is a list of the most common symptoms associated with perimenopause/ menopause

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Physical Symptoms | None | Mild | Moderate | Severe | Extremely Severe |
| Hot flushes/night sweats |  |  |  |  |  |
| No energy/fatigue |  |  |  |  |  |
| Sleep problems |  |  |  |  |  |
| Change in periods |  |  |  |  |  |
| Dry (itchy skin) |  |  |  |  |  |
| Stiffness/Aching joints |  |  |  |  |  |
| Weight gain or bloating |  |  |  |  |  |
| Breast tenderness |  |  |  |  |  |
| Heart palpitations |  |  |  |  |  |
| Recurrent urinary tract infections (UTI),urinary frequency & leakage |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Psychological Symptoms | None | Mild | Moderate |  Severe  | Extremely Severe |
| Memory problems |  |  |  |  |  |
| Brain fog |  |  |  |  |  |
| Headaches and migraines that are worse than usual |  |  |  |  |  |
| Reduced ability to concentrate |  |  |  |  |  |
| Worry or anxiety |  |  |  |  |  |
| Mood swings |  |  |  |  |  |
| Low mood or depression |  |  |  |  |  |
| Panic attacks |  |  |  |  |  |
| Low self-esteem/lacking in confidence |  |  |  |  |  |

Appendix A: Menopause Guidance

1. **Guidance Statement**
	1. The Trust is committed to providing an inclusive and supportive working environment for everyone who works here.
	2. Menopause is a natural process, though it can be brought on by medical or surgical treatments, which affects a significant number of the population. For some, it is not an easy transition. Whilst not all people experience symptoms or are aware that symptoms are due to menopause, supporting those who do will improve their experience at work.
	3. Menopause should not be taboo or ‘hidden’. It is not just an issue for women, all staff should be aware of how to support those who are experiencing symptoms.
	4. This is a workplace issue because a significant number of people experience symptoms that affect their daily and working lives. Job performance, attendance and retention of staff can all be affected. However, simple changes to someone’s role or working environment can help ensure the menopause does not become a barrier to attendance, performance or progression.
	5. The aim of this guidance is to provide additional information to support the UHB Menopause Passport and to:
		1. Foster an environment in which colleagues can openly and comfortably instigate conversations, or engage in discussions about menopause.
		2. Ensure everyone understands what menopause is and the impact on health and wellbeing at work.

* + 1. Educate managers, staff and peers about the potential symptoms of menopause, and how staff can be supported at work.
		2. Ensure that staff experiencing menopausal symptoms feel confident to discuss them, and ask for support and any reasonable adjustments if required.
		3. Reduce absence due to menopausal symptoms.
		4. Applying due regard for performance related issues during menopause.
1. **Scope**
	1. This guidance applies to all areas and activities of the Trust and to all individuals employed by the Trust including contractors, volunteers, students, bank and agency staff and staff employed on honorary contracts.
	2. This guidance applies to all staff who are going through menopause and those looking to support them, including line managers. This will include:
		1. most women
		2. some people who are trans, non-binary or intersex and who are experiencing menopause symptoms, whether from going through menopause or experiencing symptoms as a side effect of hormone replacement therapy.
		3. anybody experiencing menopausal symptoms as a result of medical treatment.
2. **Framework**
	1. This section describes the broad framework for supporting staff experiencing menopausal symptoms at work. Each person’s experience of the menopause may be different, so this document sets our general advice and guidance rather than a structured set of specific guidelines.
	2. Chief Strategy and Projects Officer shall approve all documents associated with this guidance.
	3. **The Law**

Under the Equality Act 2010, menopause is largely covered under four protected characteristics: age, sex, disability and gender reassignment. Although menopause is not listed separately as a protected characteristic, severe menopausal symptoms could amount to a disability under the Equality Act, which would require an employer to make reasonable adjustments.

* 1. **Definitions**
		1. **Premature (early) menopause** - When menopause occurs before the age of 40, it is referred to as premature menopause.
		2. **Perimenopause** is the time leading up to menopause when a person may experience changes, such as irregular periods or other menopausal symptoms. This can be years before menopause.
		3. **Menopause** is defined as a biological stage in life that occurs when they stop menstruating and reaches the end of their natural reproductive cycle. Usually, it is defined as having occurred when a person has not had a period for twelve consecutive months (when reaching menopause naturally). The average age for a person to reach menopause is 51, however, it can be earlier or later than this due to illness, or induced by medical conditions, treatment, surgery, or other reasons.
		4. **Postmenopause** is the time after experiencing twelve consecutive months without a period. Symptoms do not necessarily stop after 12 months without a period.
		5. **Medically induced menopause** can be caused when ovaries are damaged by treatments such as radiation, chemotherapy and other medications or as occurs when the ovaries are surgically removed.
	2. **Symptoms of Menopause**
		1. Around 30-60% of people going through the menopause, experience intermittent physical and/or psychological symptoms during the menopause[[4]](#footnote-4).
		2. For some, symptoms include hot flushes, night sweats and related symptoms such as sleep disruption, fatigue and difficulty concentrating. Further information on the symptoms related to menopause can be found in Appendix B.
		3. For some, symptoms may be severe enough to require management under the Trust Sickness and Absence Policy. Sickness absence should be managed sensitively and with support from the line manager and Human Resources.
		4. Menopause can be recorded as a reason for sickness and absence on monitoring systems.
		5. Some may experience symptoms for months or years without attributing them to the menopause.
		6. Staff may choose to use the UHB Menopause Passport to record the impact of the menopause, facilitate a discussion with their line manager, agreement of reasonable adjustments and then review. The Menopause Passport is also available as part of this guidance and on the intranet.
1. **Duties**

**Chief Strategy and Projects Officer**

Chief Strategy and Projects Officeris responsible for guidance, implementation and the approval of all associated procedures.

* 1. **Managers**

Anyone who has a responsibility for staff must ensure that they:

* + 1. Supports the member of staff to complete the menopause passport, where appropriate, as part of their annual appraisal.
		2. Familiarise themselves with the menopause guidance and associated information in the appendices;
		3. Promote a culture of value and respect in their day to day relationships;
		4. Are willing to have a confidential and open discussion about menopause, appreciating the personal nature of the conversation, and treating the discussion sensitively and professionally;
		5. Respond to any concerns raised in a timely fashion;
		6. Use the supporting information A, B and C, to signpost and review together with the member of staff, before agreeing with the individual how best they can be supported;
		7. Support an ongoing dialogue and review with the member of staff; and
		8. If symptoms are proving more problematic, the Line Manager may:
			1. Suggest that the member of staff seek additional support from their GP;
			2. Discuss a referral to Occupational Health for further advice; and
			3. Review Occupational Health advice and recommendations.
			4. Signpost to the Inclusion and Wellbeing team to be linked in with peer to peer support, networking with others in the same situation, and advice on the Trust’s wellbeing offer.
	1. **Occupational Health**

The role of Occupational Health is to:

* + 1. Signpost to appropriate sources of support and advice;
		2. Provide support and advice to Human Resources and Line Managers regarding reasonable adjustments, if required;
		3. Monitor referrals due to menopause symptoms, and provide additional signposting, where required; and
		4. Summarise all cases relating to menopausal symptoms in a quarterly activity report.
	1. **Human Resources**

Human Resources will:

* + 1. Offer guidance to managers on the interpretation of this guidance
		2. Monitor and evaluate absence and levels of performance in relation to menopause.
		3. Support managers with consideration of workplace adjustments.
		4. Ensure appropriate knowledge of the guidance and seek support from Occupational Health, if required, and the Inclusion and Wellbeing team on the latest developments and the Trust’s wellbeing staff support offer.
	1. **All Staff**

All staff should:

* + 1. Take a personal responsibility to look after their health and wellbeing, including discussing relevant health concerns with their general practitioner (GP)
		2. Complete the UHB menopause passport, where appropriate, as part of their annual appraisal.
	1. Staff can also seek support and advice from;
		1. Women’s Staff Network
		2. M Club (peer to peer monthly meeting)
		3. Menopause Champions (Trained members of staff who offer signposting in relation to menopause)
		4. Menopause Awareness training on Moodle
1. **Implementation and Monitoring**
	1. Implementation
		1. This guidance will be available on the Trust’s intranet site. The guidance will also be disseminated through the management structure within the Trust;
		2. The Trust’s Inclusion and Wellbeing Team can offer advice on implementing this guidance to Managers and staff, if requested.
	2. Monitoring
		1. Appendix A provides full details on how the guidance will be monitored by the Trust.
2. **References**

Faculty of Occupational Medicine and the Royal College of Physicians; Guidance on menopause and the workplace; 2018

National Institute for Health and Care Excellence (NICE); Menopause: diagnosis and management; 2019

Royal College of Obstetricians and Gynaecologists; Treatment for Symptoms of the menopause; 2018

Royal College of Nursing; The menopause and work: guidance for RCN representatives; 2016

1. **Associated Policy and Procedural Documentation**

Sickness Absence and Attendance Procedure can be found [**here**](http://uhbpolicies/search-results-new.htm?sitekit=true&task=search&indexname=cd-test&search=sickness+absence)

Flexible Working Procedure can be found [**here**](http://uhbpolicies/search-results-new.htm?sitekit=true&task=search&indexname=cd-test&search=flexible+working)

Prevention and Management of Stress at Work Policy

And Stress Prevention and Management at Work Procedure can be found [**here**](http://uhbpolicies/search-results-new.htm?sitekit=true&task=search&indexname=cd-test&search=prevention+and+management+of+stress)

Dress and Uniform Policy can be found [**here**](http://uhbpolicies/search-results-new.htm?sitekit=true&task=search&indexname=cd-test&search=dress+and+uniform+policy)

Fans Procedure can be found [**here**](http://uhbpolicies/search-results-new.htm?sitekit=true&task=search&indexname=cd-test&search=fans+procedure)

**Supporting Information A - Managing Menopausal Symptoms at Work[[5]](#footnote-5)**

|  |  |  |
| --- | --- | --- |
| **Symptom** | **Potential Impact on Work** | **Adjustments to Consider** |
| Daytime sweats and hot flushes | Less tolerant of workplace temperatures; workwear/ uniform may become uncomfortable; personal protective equipment (PPE), for example, face masks/ visors and lead aprons may be uncomfortable if worn for long periods. | * Ensure easy access to supply of cold drinking water.
* Ensure easy access to washroom facilities.
* Consider alternatives to hosiery or Trust uniforms if available.
* Look at ways to cool the working environment for staff affected, for example, fans at workstations where appropriate; move desks to near windows/ open windows and adjust air conditioning.
* Consider providing spare uniforms to change into.
* Take account of peripatetic workers schedules and allow them to access facilities during their working day.
* Limit the time wearing personal protective equipment (PPE).
 |
| Night time sweats and flushes | Fatigue at work due to lack of sleep | * Consider temporary adjustment of work patterns to accommodate any difficulties if possible within service requirements.
* Consider flexible working options.
* Should be given due consideration when managing sickness absence.
 |
| Unable to sleep | Fatigue at work due to lack of sleep (may be compounded if shift work is carried out) | * Consider temporary adjustment of work patterns to accommodate any difficulties.
* Consider flexible working options.
* Consider Trust Health and Wellbeing initiatives available.
 |
| Urogenital problems, for example increased frequency, urgency | Need to access toilet facilities more frequently | * Ensure easy access to toilet and washroom facilities.
* Consider the need for more frequent breaks in work to go to toilet.
* Ensure easy access to supply of cold drinking water.
* Take account of peripatetic workers schedules and their access to facilities during their working day.
 |
| Heavy/Light/Irregular periods | May need to access toilet and washroom facilities more frequently | * Ensure easy access to toilet and washroom facilities.
* Consider the need for more frequent breaks in work to go to toilet.
* Take account of peripatetic workers schedules and their access to facilities during their working day.
 |
| Psychological problems, for example: * loss of confidence,
* forgetfulness/ memory loss;
* difficulty concentrating;
* change in mood;
* anxiety
* depression
 | Certain tasks may become more difficult to carry out temporarily for example learning new skills (may be compounded by lack of sleep and fatigue); performance may be affected | * Encourage employee to discuss concerns openly at one-to-one meetings with manager or occupational health and discuss reasonable adjustments if required.
* Provide access to counselling services if required.
* Consider Trust Health and Wellbeing initiatives available, such as mindfulness or stress management.
* Address any subsequent work related stress through risk assessment and implementation of Prevention and Management of Stress at Work Policy.
* Suggest a ‘buddy’ for the colleague to talk to if possible and required.
 |
| General itchiness  | Uniforms may become uncomfortable | * Consider alternatives to nylon or close-fitting uniforms, if available. Seek advice from the Uniform Department about possible alternatives.
* Look at ways to ensure comfortable working temperatures.
 |
| Muscular aches and bone and joint pain | Moving and handling or adopting static postures may be more uncomfortable | * Promote physical wellbeing at work, including Trust health and wellbeing initiatives.
 |
| Weight gain | Uniform may become uncomfortable; difficulties with mobility | * Promote physical wellbeing at work, including Trust health and wellbeing initiatives.
 |
| Psychosocial and social impact | May feel isolated from work colleagues | * Promote physical and mental wellbeing at work.
* Provide access to counselling if required.
* Provide ability to network with colleagues experiencing similar issues.
 |
| Headaches | May impact on ability to work and concentrate | * Ensure easy access to supply of cold drinking water.
* Provide a quiet place to work if available and meets service requirements.
* Provide resources to enable staff to undertake mindfulness
 |

**Supporting Information B** Further information and support at UHB

M Club mclub@uhb.nhs.uk

Womens Staff Network womennetwork@uhb.nhs.uk

Menopause Champions and resources, signposting and useful information that has been shared by staff at UHB can be found at http://uhbhome/menopause.htm

NHS Employers – Menopause and the Workplace <https://www.nhsemployers.org/your-workforce/retain-and-improve/staff-experience/health-and-wellbeing/protecting-staff-and-preventing-ill-health/taking-a-targeted-approach/menopause-in-the-workplace>

Unison<https://www.unison.org.uk/content/uploads/2013/08/Briefings-and-CircularsMenopause-Factsheet2.pdf>

Useful information <https://www.talkingmenopause.co.uk/useful-resources>

**Supporting Information C – External Organisations and Sources of Support and Advice**

|  |  |
| --- | --- |
| **The Advisory, Conciliation and Arbitration Service (ACAS)**Information about legal right and good practice  | ACAS website  |
| **Dr Nitu Bajekal** A women’s health expert – the website has advice on many health issues affecting women, including menopause | [Nitu Bajekal website](https://nitubajekal.com/)  |
| B**alance app** A menopause-support app by Dr Louise Newson | [Balance app](https://balance-app.com/) [Balance Menopause Library](https://www.balance-menopause.com/menopause-library/)  |
| **Black Girl’s Guide to Surviving the Menopause** Omisade Burney-Scott’s blog and resources aimed at non-binary Black women and femmes | [Website](https://blackgirlsguidetosurvivingmenopause.com/)  |
| **Black Women in Menopause** Links to information and events | [Website](https://linktr.ee/blackwomeninmenopause)  |
| **BUPA**  | [Menopause support](https://www.bupa.co.uk/womens-health/menopause-support)  |
| **British Dietetic Association (BDA)** Information about how the menopause changes the body and how diet can help | [Menopause and Diet](https://www.bda.uk.com/resource/menopause-diet.html)  |
| **British Menopause Society (BMS)** Details of how to find your nearest BMS-recognised menopause specialist | [Find your nearest BMS menopause specialist](https://thebms.org.uk/find-a-menopause-specialist/) [BMS YouTube channel](https://www.cipd.co.uk/Images/line-manager-guide-to-menopause_tcm18-95174.pdf)  |
| **The CIPD** Information about the menopause, and how it is relevant in the workplace; and practical advice for managers | [A guide to managing menopause at work](https://www.cipd.co.uk/Images/line-manager-guide-to-menopause_tcm18-95174.pdf)  |
| **Menopause Symptoms: Climactic Scale** A brief but comprehensive and valid measure of climacteric symptomatology | [Website](https://smex12-5-en-ctp.trendmicro.com/wis/clicktime/v1/query?url=https%3a%2f%2fwww.menopausematters.co.uk%2fgreenescale.php&umid=517d9a3a-ed80-468f-92c6-655a88efe250&auth=a4e6a4b5560385f517d6023f6fdba7cafa1c350c-1d998e39bcd84d3f8d3e88d37272f09cc9bc8c16)  |
| **The Daisy Network** Provides support and information for women who have experienced a premature menopause or premature ovarian insufficiency | [Website](http://www.daisynetwork.org.uk/)Email: info@daisynetwork.org.uk  |
| **The effect that oestrogen has on the body**  | [Website](https://creativemarket.com/Double_Brain/2257270-The-influence-of-Estrogen)  |
| **Healthtalk** People sharing their stories on film – academic researchers interview people in their own homes, using their own words | [Menopause – overview](https://healthtalk.org/menopause/overview)  |
| **Henpecked** An online community that gives women a place to have their say, promote healthy debate and bring about positive change | [Menopause Hub](https://henpicked.net/menopause-hub/)  |
| **Manage my Menopause** A not-for-profit organisation providing tailored menopausal advice about post-reproductive health | [Website](https://www.managemymenopause.co.uk/) [Handbook](https://www.managemymenopause.co.uk/handbook/)  |
| **MegsMenopause** An ‘honest and frank’ look at all things menopause | [Website](https://megsmenopause.com/)  |
| **The Menopause Exchange** Information and useful impartial help and support, including free digital quarterly newsletters | [Website](http://www.menopause-exchange.co.uk/)  |
| **The Menopause Café** Information about events where strangers gather to eat cake, drink tea and discuss the menopause | [Website](https://www.menopausecafe.net/)  |
| **The Menopause Hub** A private, women-only group on Facebook, where women can share their experiences, offer help and advice, and support each other | [Website](https://www.facebook.com/groups/themenopausehub/)  |
| **Menopause Matters** An independent website providing up-to-date information about the menopause, menopausal symptoms and treatment options | [Website](http://www.menopausematters.co.uk/)  |
| **Menopause Matters forum**Provides the opportunity to chat to other women experiencing the same problems and concerns | [Website](https://www.menopausematters.co.uk/forum/)  |
| **Menopause Support Network** A private Facebook group offering a safe, confidential space for women to talk about all things menopause and mid-life | [Website](https://www.facebook.com/groups/384849495215750)  |
| **Menopause Whilst Black with Karen Arthur** Karen Arthur is an educator, fashion designer, dancer and a podcaster, and the host of the Menopause Whilst Black Podcast set up to amplify Black women’s voices | [YouTube](https://www.youtube.com/watch?v=LR_r_6Zt6Wc)[Podcast](https://podcasts.apple.com/gb/podcast/menopause-whilst-black/id1537012198)  |
| **My Queer Menopause** Blog and resources from Tania Glyde, a psychotherapist and counsellor specialising in queer/ LGBTQIA+ menopause | [Website](https://www.queermenopause.com/about-me)  |
| **People Who Menstruate**Stories about menstruation, pregnancy, menopause and more from trans men and non-binary/intersex people | [Website](https://www.peoplewhomenstruate.co.uk/)  |
| **Podcast, TV and other media**  | [The Dr Louise Newson Podcast](https://podcasts.apple.com/gb/podcast/the-dr-louise-newson-podcast/id1459614845) [Davina McCall: Sex, Myths and the menopause](https://www.channel4.com/programmes/davina-mccall-sex-myths-and-the-menopause) [Deliciously Ella podcast understanding your period and female health](https://deliciouslyella.com/podcast/understanding-your-period-female-health/) [Simply hormones podcast – menopause at work series](https://simplyhormones.com/press/podcasts/#work)[Harvard business review podcast – working through the menopause](https://hbr.org/podcast/2020/05/working-through-menopause-at-work)  [TEDtalk, Lisa Mosconi how menopause affects the brain](https://www.ted.com/talks/lisa_mosconi_how_menopause_affects_the_brain?utm_source=tedcomshare&utm_medium=email&utm_campaign=tedspread)[Perimenopause, menopause, post menopause and the workplace](https://hbr.org/podcast/2020/05/working-through-menopause-at-work)  [TEDtalk Jen Gunter Why cant we talk about periods?](https://www.ted.com/talks/jen_gunter_why_can_t_we_talk_about_periods?utm_source=tedcomshare&utm_medium=email&utm_campaign=tedspread)[Channel 5 news report, menopause breaking the taboo](https://www.facebook.com/watch/?v=1656037801087358)[Articles about the menopause](https://www.independent.co.uk/topic/menopause)  [There will be blood, women on the shocking truth about periods and perimenopause](https://www.theguardian.com/society/2021/jul/22/there-will-be-blood-women-on-the-shocking-truth-about-periods-and-perimenopause)  |
| **The National Institute for Health and Care Excellence (NICE)** Information for medical professionals and members of the public | [Diagnosis and Management](https://www.nice.org.uk/guidance/ng23/ifp/chapter/Menopause)[Long term benefits and risks of hormone replacement therapy](https://www.nice.org.uk/guidance/ng23/chapter/Recommendations#long-term-benefits-and-risks-of-hormone-replacement-therapy)   |
| **NHS** Information about what the menopause is, symptoms and available help | [Menopause overview](https://www.nhs.uk/conditions/menopause/) [Menopause treatment](https://www.nhs.uk/video/Pages/coping-with-the-menopause.aspx)[Hormone replacement therapy](https://www.nhs.uk/conditions/hormone-replacement-therapy-hrt/) [Premature menopause](https://www.nhs.uk/conditions/early-menopause/)   |
| **Royal Osteoporosis Society (ROS)** Information about osteoporosis and sources of support | [Website](https://theros.org.uk/)Freephone helpline: 0808 800 0035  |
| **SimplyHormones** Blogs and articles about the menopause, and the opportunity to sign up for the free Menopause Survival Kit, as well as newsletters and updates. Also available is Menopause: A Guide for Men, an information booklet designed to help men understand more about the menopause, including some helpful hints | [Website](https://simplyhormones.com/press/podcasts/)  |
| **Women’s Health Concern (WHC)** The patient arm of the BMS: a confidential, independent service to advise, reassure and educate women of all ages about their gynaecological and sexual health, wellbeing and lifestyle concerns | [Website](http://www.womens-health-concern.org/)  |

1. See Further information & resources. [↑](#footnote-ref-1)
2. www.nhsinform [↑](#footnote-ref-2)
3. See Further information & resources, which includes the Menopause Guidance see Appendix 1 [↑](#footnote-ref-3)
4. Guidance on menopause and the workplace; Faculty of Occupational Medicine and the Royal College of Physicians; 2018 [↑](#footnote-ref-4)
5. Royal College of Nursing; The menopause and work: guidance for RCN representatives; 2016 [↑](#footnote-ref-5)