# Starting the conversation...

- Faculty of Health Studies highlighted **need**

- University **population**
  - 68% of University staff over 40
  - 56% female
  - staff aged 45-54 is largest age group

- Different **voice** (re-write)

- **Inclusion** - not just about menopause

- **Differing** audiences

- University as part of the **community**

- Phased **approach**
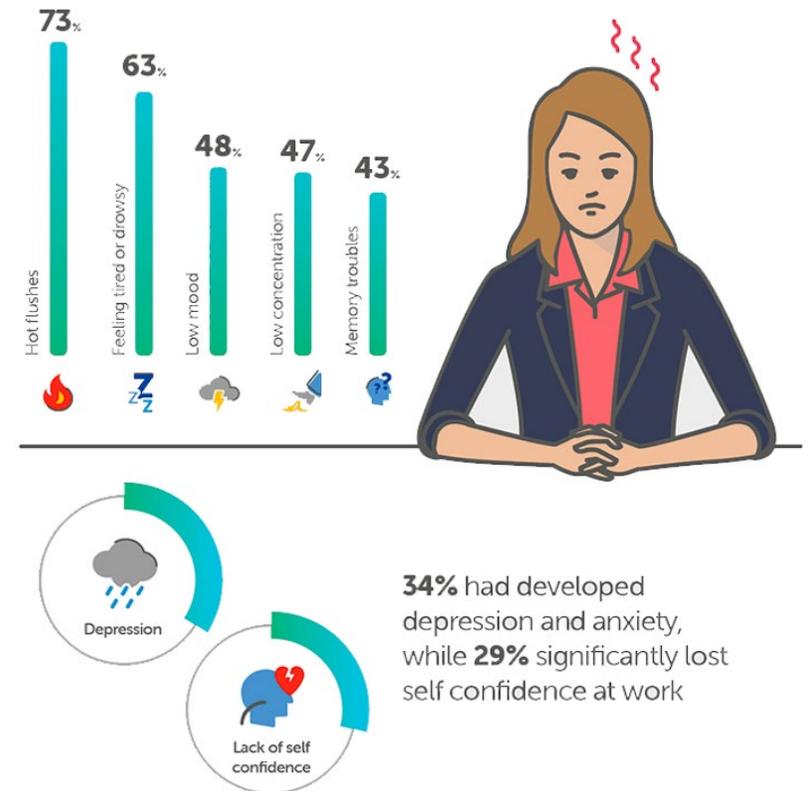
First Phase...

- Documentation **development**

- **Stakeholders** engagement - Gender and n-able equality forums, trade unions

- **Launch** July 2019

- **Information** sessions – HR & TU, manager, employee

- Missing groups of **employees** and **student** body

41% Making more mistakes

11% Forwent the opportunity of promotion

40% Losing interest in their jobs

8% Played part in resigning their position
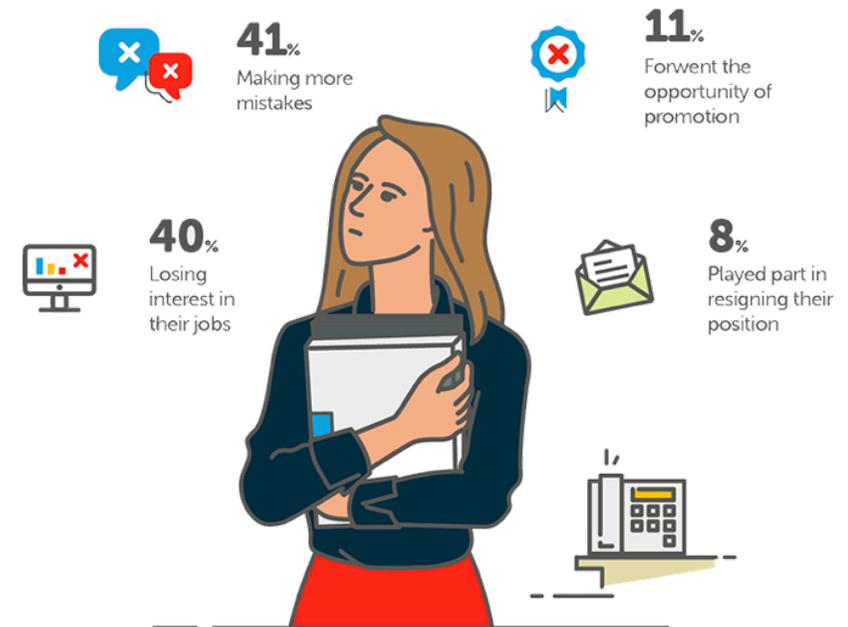
Next phase…

- Discussing the **issues** with stakeholders

- **Constraints**

- **Culture** and languages

- Sometimes different people need to have a different place for their **voice**

- **Support** is wider than the workplace

- **Co-development** is key

Tailored approach...

- **Shorter** time and early morning

- **Different** structure for the sessions

- Language of **choice**

- Allow for plenty of **discussion**

- **Amended** documentation

- **Women** only

Our tailored session
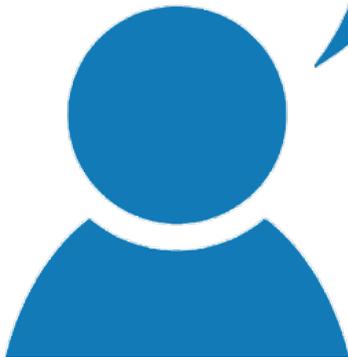
Impact...

- Staff felt much **more informed** following the sessions

- Questionnaire range 1=very to 5=not at all

    Before **2.42** v After **1.65**

- Overwhelming **positive** response – "not the only one"

- **Normalising** discussion around menopause

- **Qualitative** feedback - significantly impacted individual experiences

- **Blue print** for wellbeing initiatives

- **Increased engagement** with staff

- **Co-design** with those it is intended to reach

Lived Experience...

I just wanted to fill you in on my current situation as I thought you might be interested.

I attended a talk at the University on menopause early in the summer, which I believe you had organised, as I had been struggling for about 6 months with my own symptoms. Unfortunately I missed about half of the session due to my late arrival from a meeting, but even so this was a personal 'lightbulb moment.' This first talk set me thinking and I subsequently did some reading on the shared resources and subsequently booked to see my GP. Until I came to your talk I hadn't really realised that some of the issues I had been dealing warranted specialist help and had thought that as menopause was 'normal' that I should carry on and battle through. How wrong I was!

I then attended another University session on World Menopause Day (October 2019) to make sure that I hadn't missed anything and this was again incredibly helpful. After three GP appointments I am now on HRT and already starting to notice the difference and what a difference it has made. My symptoms are nearly under control (I will be changing my HRT treatment following GP advice) and I can already feel the 'brain fog' becoming more of a 'Yorkshire mist' and the hot flushes fading. As a result I am feeling much more confident in my everyday life and work.

This email is to let you know that the talks you set up at the University have made a massive difference and I wanted to say a big thank you to you and your team for pushing this through. This has allowed me to continue doing the work that I love with renewed vigour.

My line manager is not aware, nor are my work colleagues but I wanted to let you know how important this has been for me, a life changer in so many ways.

Thank you again.

Next steps...

- **Not** written on tablets of stone

- For **hormonal changes**
  - **More** medical and natural **information**
  - Engaging our **men**
  - The **students**
  - **Sickness data**

- Part of our suite of initiatives to **support the older workforce** – carers, dementia

- **Sharing** our experience

POSITIVE *Steps*

Be yourself   Accept yourself   Value yourself   Forgive yourself