



Menopause at work

What's the connection
between support,
recruitment and retention?



Menopause in the workplace:

**Engagement
and
productivity**

65%

of women
experience brain
fog during
menopause

**Sickness
and
absenteeism**

35%

of women had
taken time off due
to menopause
symptoms

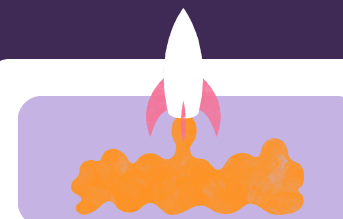
**Attraction
and
retention**

1 in 4

women consider
leaving their jobs
because of
menopause

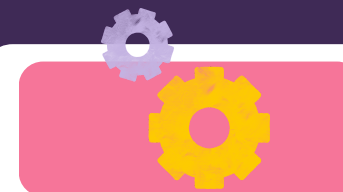
Women of menopausal age make up the fastest growing demographic of the UK workforce. Menopause is an issue for your business.

Here are some things to consider...



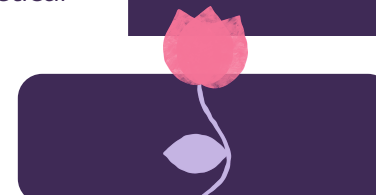
Policies backed by action

A policy alone isn't
enough to support your
employees. Businesses
need to offer practical
solutions



One size fits none

Employers should
ensure support is
accessible and can be
personalised to the
individual, including
trans men and non
binary people



Make menopause about everybody

Not just those going
through it. The taboo
around menopause is
lifting. To carry this on,
men and senior leaders
need to be involved in the
ongoing conversation



Mood, mind and body

Support needs to be
holistic, and look after
mental and physical
health - menopause
impacts both



Simple steps to start supporting your employees



Start the conversation

Appoint a menopause champion

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



Educate line managers

Equip your team with menopause knowledge

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



Ask your colleagues

Send out an anonymous survey

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



Provide accessible support

Provide personalised, easy to use support

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



"It says a lot about your brand as an employer if you're supporting menopause in the workplace."

Theresa Winters

Employee Experience Proposition UK, Santander UK
(launched Peppy for employees in 2020)

Financial benefits to organisations

A lack of support can lead to women taking time off sick, or leaving the business altogether. Offering high impact support, can be a cost-effective solution, reducing expenditure in other business areas.

- **The cost of recruitment.** According to Oxford Economics, replacing a woman who leaves the business is more than £25,000 for a person earning £30,000 a year. This includes the direct recruitment costs and training of a new member of staff
- **The cost of absence.** According to the Office of National Statistics, the groups who experienced the highest rates of sickness absence included older women and those working in large organisations
- **The cost of employee relations issues or tribunals.** Research shows that the average cost of defending a tribunal case is over £8,000 (not including the cost of any awards or the claimant's legal fees, if won). In addition, is the distraction in the business and any reputational risks



Find out how personalised support could benefit your people and your business

Book a call

www.peppy.health

