

6 steps to support colleagues going through the menopause



Contents

Page 3

How is menopause impacting your colleagues?

Page 5

6 simple steps for HR and benefits professionals

Page 7

What menopause solutions are available?



How is menopause impacting your colleagues?

100%

of women will experience menopause

90%

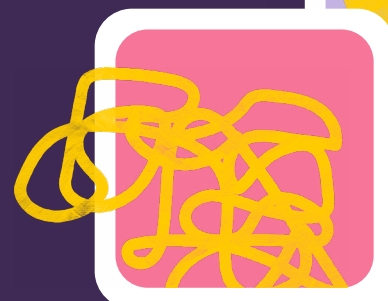
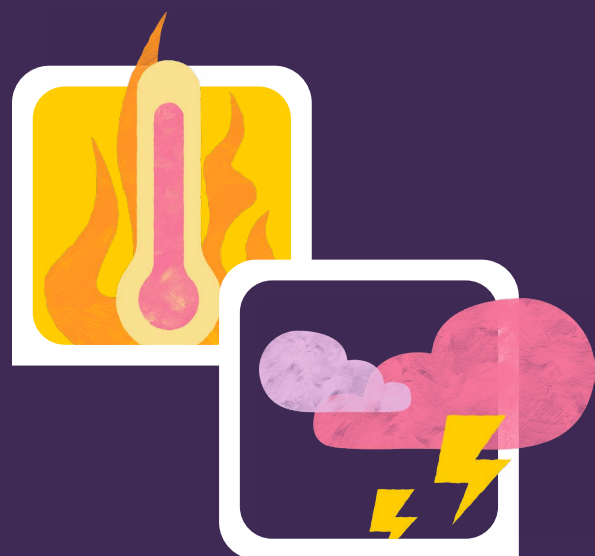
feel symptoms of menopause are affecting their performance at work¹

Only 22%

of employees have spoken about menopause in their workplace²

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

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



Every experience of menopause is different.
Symptoms may include:



Heart palpitations



Difficulty concentrating



Tiredness



Hot flushes



Mood changes, anxiety



Brain fog

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.



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 champions 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 culture

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.

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 uncapitalised opportunity that awaits).

Top employers including Santander, NatWest Group, Clifford Chance, Marsh McLennan and Wickes already support their people through menopause – with more joining them every day.

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 put menopause support in place, make sure line managers know the pathway to support.

6 Get Peppy

Peppy is the health app that gives your people personalised menopause support

With Peppy, your people can connect to information and real, human menopause experts at the touch of a button.

Peppy is a high impact tool to improve your employees' health and wellbeing and help your organisation become a destination employer.



What menopause solutions are available?

Menopause policy	Employee assistance programme (EAP)	Private medical insurance	Peppy menopause support
Accessibility <div><div></div><div></div><div></div><div></div><div></div></div>	Accessibility <div><div></div><div></div><div></div><div></div><div></div></div>	Accessibility <div><div></div><div></div></div>	Accessibility <div><div></div><div></div><div></div><div></div><div></div></div>
Affordability <div><div></div><div></div><div></div><div></div><div></div></div>	Affordability <div><div></div><div></div><div></div><div></div><div></div></div>	Affordability <div><div></div><div></div></div>	Affordability <div><div></div><div></div><div></div><div></div></div>
Quality of support <div><div></div></div>	Quality of support <div><div></div><div></div></div>	Quality of support <div><div></div><div></div><div></div><div></div><div></div></div>	Quality of support <div><div></div><div></div><div></div><div></div><div></div></div>
Personalisation <div><div></div></div>	Personalisation <div><div></div><div></div></div>	Personalisation <div><div></div><div></div><div></div><div></div><div></div></div>	Personalisation <div><div></div><div></div><div></div><div></div><div></div></div>
Prevention focus <div><div></div></div>	Prevention focus <div><div></div></div>	Prevention focus <div><div></div><div></div></div>	Prevention focus <div><div></div><div></div><div></div><div></div><div></div></div>
Lifestyle focus <div><div></div></div>	Lifestyle focus <div><div></div><div></div></div>	Lifestyle focus <div><div></div><div></div></div>	Lifestyle focus <div><div></div><div></div><div></div><div></div><div></div></div>

About Peppy

Peppy is a health app that supports under-served areas of healthcare by connecting employees to human experts.

These include menopause, fertility, men’s health, women’s health and baby.

Through Peppy, employees can access one-to-one private chat and consultations with experts plus a wealth of expert-created content including events, articles, videos and audio toolkits.

Over 250 employers are transforming their business by giving their people the information and personalised support they need, with Peppy.

Find out how Peppy can support your people and transform your business

Talk to our team