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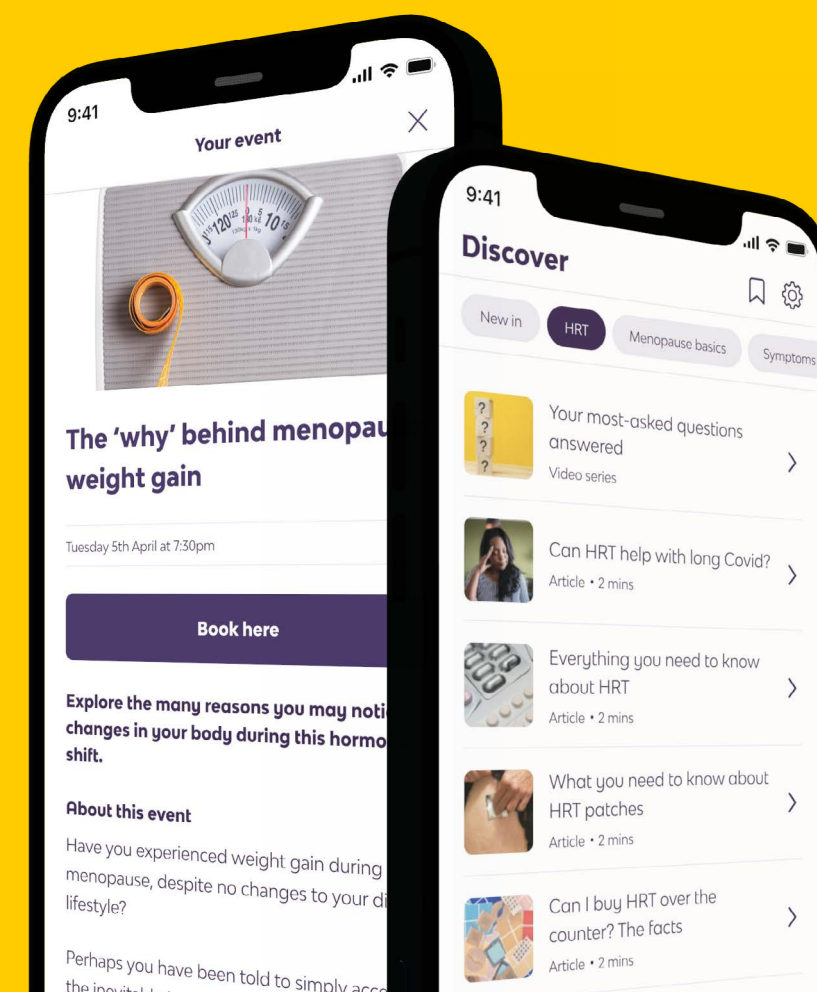
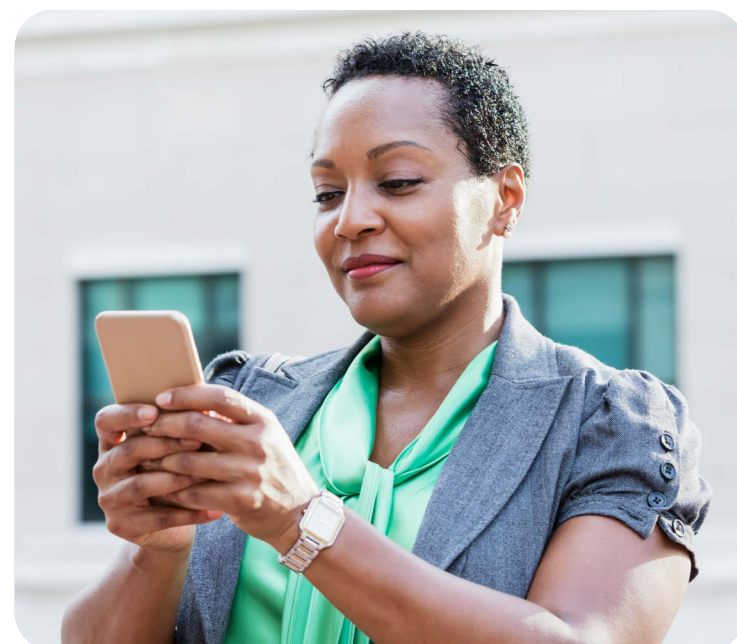
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Menopause at work

An expert's guide



Why do employers need to provide menopause support?

The medical definition of menopause is when periods eventually 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

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.





5 ways menopause is impacting your business

(And how to fix it)

Health and wellbeing

34

known symptoms of menopause, including hot flushes, difficulty concentrating and brain fog.¹

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 work.²

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 work.³

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, it's been estimated.⁴

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

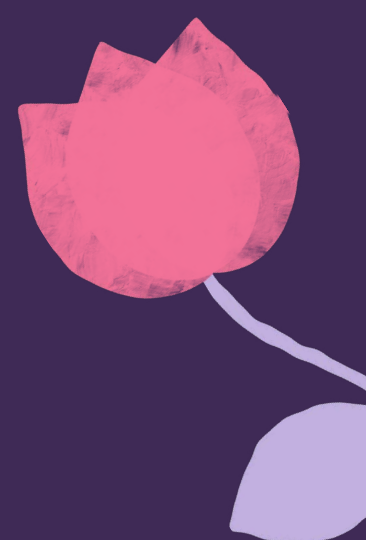
Employer brand

Women of menopausal age are the

fastest

growing demographic of the UK workforce.⁵

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.



¹ <https://www.medicalnewstoday.com/articles/what-are-the-34-symptoms-of-menopause>
² <https://www.unison.org.uk/content/uploads/2019/10/25831.pdf>
³ <https://www.unleash.ai/study-70-feel-uncomfortable-talking-about-menopause-at-work/>
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,up%20handing%20in%20their%20notice>
⁵ <https://www.cipd.co.uk/knowledge/culture/well-being/menopause/people-professionals-guidance#oref>

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

Accessibility
■■■■■

Affordability
■■■■■

Quality of support
■

Personalisation
■

Prevention focus
■

Lifestyle focus
■



Employee assistance programme (EAP)

Accessibility
■■■■■

Affordability
■■■■■

Quality of support
■■■

Personalisation
■■■

Prevention focus
■

Lifestyle focus
■■■



Private medical insurance

Accessibility
■■■

Affordability
■■■

Quality of support
■■■■■

Personalisation
■■■■■

Prevention focus
■■■

Lifestyle focus
■■■



Peppy menopause support

Accessibility
■■■■■

Affordability
■■■■■

Quality of support
■■■■■

Personalisation
■■■■■

Prevention focus
■■■■■

Lifestyle focus
■■■■■

Access unlimited, confidential support from human experts



One-to-one virtual consultations



Group chat and support



Videos, articles and audios



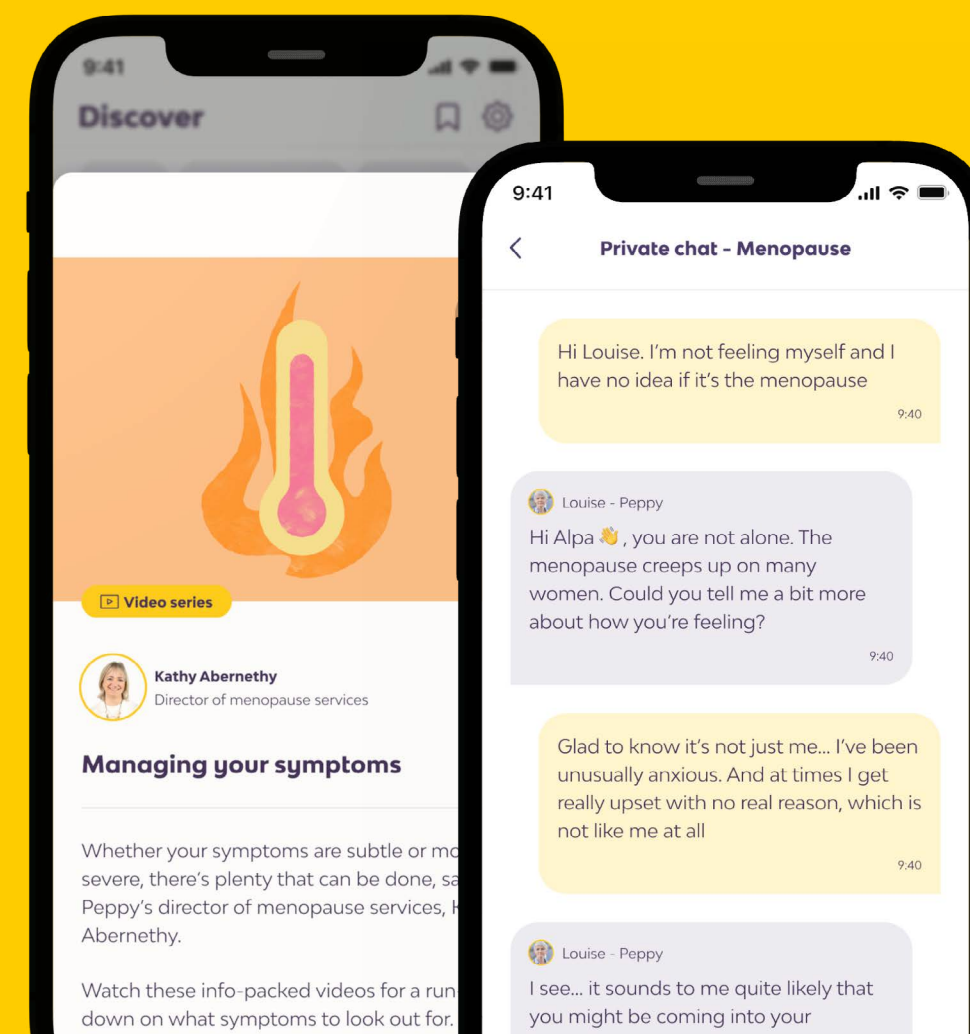
One-to-one chat with an expert



Events with expert speakers



Mental wellbeing support



Leading employers support their people with Peppy



BNP PARIBAS

CLIFFORD
CHANCE

COTY
SINCE 1904



MarshMcLennan



NOVARTIS

Office for
National Statistics

Santander

Vitality

Wickes

At Santander, **100%**

felt more positive about their employer after receiving specialist menopause support through Peppy



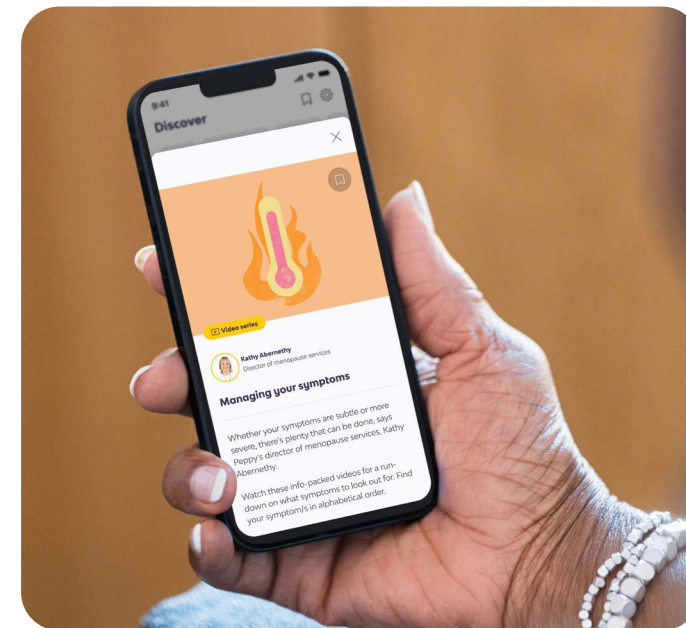
About Peppy

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