



## World Menopause Month 2023

CNWL is now recognised as a Menopause Friendly Trust since June 2023

### About World Menopause Month & Day:

**October** is World menopause month and the **18<sup>th</sup>** is world menopause day. The aim is to raise awareness, break the stigma and highlight the support options available for improving health and wellbeing. [Menopause Poster](#).

Menopause is not just a gender or age issue; it is an organisational issue. It can impact on colleagues both directly or indirectly. Awareness on this topic is fundamental and reducing the stigma attached to it is vital so that more people will talk openly about it so it can begin to be normalised and people can get the support they need.

### Monthly Events Programme:

There are a series of events planned throughout the month including:

- Menopause Peer Group
- Getting a good night's sleep
- Menopause Accreditation – what does it mean for you?
- Menopause webinar (Dr Louise Newson)
- Pause-Live: Menopause Exhibition

Download the [Menopause programme](#)

### Facts about Menopause:



**51**  
is the average age to reach menopause



**60%**  
feel symptoms of menopause are affecting their performance at work

**75%**

of women will experience menopause symptoms



**1 in 4**  
will consider reducing hours or leaving work because of their menopause symptoms

### Common Menopause symptoms:

Menopause is very specific to the individual with some experiencing few [symptoms](#) while others a wide variety. Below are some of the most common symptoms of menopause.



Sleep issues  
Night sweats



Tiredness



Mood changes  
Anxiety



Poor memory  
Brain fog



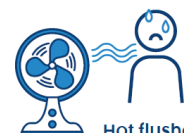
Joint Pain  
Skin itching



Heart  
palpitations



Low sex drive  
Vaginal dryness



Hot flushes



Difficulty  
concentrating

### More information & support:

There is a wide variety of resources you can access both within the Trust and outside. Including:

- [Menopause Trustnet page](#)
- [Monthly peer support group](#)
- [Occupational Health](#)
- [Employee Assistance Programme](#)
- [Keeping Well website – Menopause](#)
- [Henpicked Website](#)
- [Rock My Menopause Website](#)
- [We are Daisy Network](#) (Premature Menopause)
- [The British Menopause Society](#)
- [Peppy Menopause Programme](#) (app & website)

### Leaflets and Guides:

- 5-minute guide: [Talking to your GP about menopause](#)
- 5-minute guide: [Talking to your manager about menopause](#)
- Managing Your Menopause - [Colleague Support Pack](#)
- [Questions to ask about Menopause](#) (Workplace Options)
- [How to start a menopause conversation with your manager](#)
- [6 steps to support colleagues going through menopause](#)
- [An expert's guide to menopause at work](#)
- Menopause in the workplace - [Line Manager Support Guide](#)
- [Reasonable Adjustments examples](#)
- Menopause at work: [A guide for line managers and all staff](#) (NHS Staff Council 2020)

