

2021 /
2022

STW ICS **Health & Wellbeing**

MENOPAUSE

WELLBEING OFFER



Shropshire, Telford & Wrekin
Integrated Care System



VISION

To work collaboratively to create compassionate leaders and an open and transparent environment through raising awareness, training and communication. Creating a working environment in which employees and managers alike feel comfortable having discussions about menopause. Empowering staff to make informed choices regarding their health and providing support to enable women experiencing the menopause to remain in the workplace.



PEOPLE PLAN DELIVERY



TRAINING ■ INTERACTIVE WEBINARS ■ EVENTS / RESOURCES



TRAINING



Champions Training

(60 places) 2hr webinar

Covers all the key areas that champions will require to offer support for their colleagues. Provides knowledge about the menopause including what it is, its symptoms and ways of managing them, and how to have a supportive conversation. Provides information for relevant signposting when guidance is needed, top tips for conversations with their GP and at work along with action planning & preparation for supporting colleagues including answers to key questions.

Trainer / Advocates

(15 places) 3 x 2hr webinars

Developing advocate to deliver menopause awareness sessions to colleagues and line managers and support the ICS Menopause Meet Ups. Provides knowledge about the menopause what it is, its symptoms and ways of managing them, employment law and reasonable adjustments, and how to have a supportive conversation. Using the menopause video to help advocates set the scene and context and also our 3-stage process for colleagues which takes them through symptoms, their personal philosophy on managing them, what their next steps would be and top tips for conversations with their GP. As part of the train the advocate package delegates receive a resource pack including 'Menopause in Minutes' video, links to reputable information, a slide deck, guidance to deliver sessions.

The Menopause Charity eLearning Module

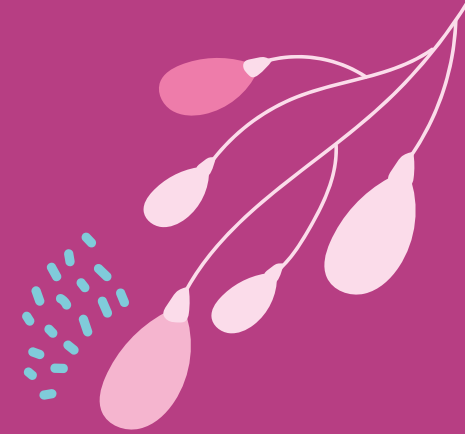
6hours

Access to free online learning **Confidence in the Menopause** developed by Dr Louise Newson available here www.themenopausecharity.org/training/. This menopause education programme is aimed at any healthcare professional who sees women and who would like to formalise and accredit their learning and consulting skills around the area of the menopause. This is CPD accredited with a certificate received after completing each section.

British Menopause Society Course Sponsorship

We are offering clinical staff the opportunity to receive sponsorship to attend courses run by the British Menopause Society to enable the development of a Community of Practice of menopause experts that will help facilitate our Menopause Meet Ups and support women in the workplace going through the peri-menopause or menopause.

INTERACTIVE WEBINARS



For Staff

1hr 30

Why we're talking about menopause now, what menopause is, its symptoms, ways of managing them & where to get help and support including GP conversations. We bust the myths and give the facts.

For Managers

1hr 15

As per webinar for staff plus employment law and reasonable adjustments, and how to have a supportive conversation.

For Partners, Team Colleagues and Family Members

1hr

This session focuses on the important role a partner, team or family member can play in supporting a woman through menopause. As well as covering what menopause is, why and when it happens and ways of managing menopause, participants will also gain confidence in having supportive conversations around menopause and how to get the right support together. Includes 3-stage process, managing your menopause booklet for all attendees.

Nutrition in Menopause

(60 places) 1hr 15

Webinar includes What is Menopause?, Symptoms, Stress & Menopause, Can diet & lifestyle make a difference?, Midlife Nutrition, Gut Health, Weight Gain, Midlife Diet and Lifestyle. As part of this webinar, you will have the opportunity to keep a 3 – 5 day food diary. You will be able to submit the food diary directly to the coach in advance of the webinar. Questions can also be submitted directly to the coach prior to the webinar and they will be addressed at the end of the webinar.

EVENTS / RESOURCES



World Menopause Day

**18th October 2021
Lunch & Learn**

Louise Minchin to share her experience and a GP with audience Q&A. Also available on catch up here <https://stwwellbeingfestival.co.uk/>

Bi-Monthly Menopause Meet Ups

1½ hour peer support sessions on a bi-monthly basis to share your experience & get hints/tips with topics by request

Menopause Booklet/Toolkit

It is our intention that this toolkit will support women to: understand more about their menopause, the symptoms which may affect them and possible treatments, give confidence to enable women to discuss this with their manager and provide reassurance regarding adjustments which could be made to support women at work while experiencing menopause. And for managers to: understand how menopause affects their staff, understand how our women may need support and be more confident to have a conversation with them about this, understand the ways in which menopause may affect a woman's performance in her role either due to conduct or capability and be able to signpost women towards support which may be available for them.

Menopause In Minutes Video & Lunch & Learn Webinars

All resources will be made available ICS and Partner Organisations intranets



IMPACT

- Everyone will understand what menopause is and be able to talk about it openly; it is not taboo or hidden.
- Enabling women with menopause symptoms to feel confident to discuss it and ask for support & reasonable adjustments so they can continue to be successful in their roles & enjoy the right life-work balance thereby improving wellbeing.
- Line managers understand what it is, are confident to have good conversations and are clear on the best approach.
- Contributing to embedding a culture of compassion and compassionate leadership.
- Improving the retention of staff in the workplace.



STW ICS Menopause Health And Wellbeing Offer 2021/22 Timetable

Date	Time	Event	Delivery
Monday 18th October 2021	12.00-1.00pm	Launch event to mark World Menopause Day with Louise Minchin	Yarringtons
Tuesday 19th October 2021	7.00-8.15pm	Nutrition in Menopause by The Midlife Food Guru	SPIC - Sabrina Zeif
Monday 15th November 2021	2.00-4.00pm	Champions Training cohort 1	Henpicked
Thursday 25th November 2021	12.00-1.30pm	Meet Up (Peer Support Group)	ICS & Experts
December 2022		Manager information session (1)	Henpicked
19th January 2022	7.00-8.15pm	Nutrition in Menopause by The Midlife Food Guru	SPIC - Sabrina Zeif
Tuesday 25th January 2022	12.00-1.30pm	Meet Up (Peer Support Group)	ICS & Experts
February 2022		All Staff information session (1)	Henpicked
March 2022		Advocates Training cohort 1	Henpicked
Monday 21st March 2022	12.00-1.30pm	Meet Up (Peer Support Group)	ICS & Experts
7th April 2022	7.00-8.15pm	Nutrition in Menopause by The Midlife Food Guru	SPIC - Sabrina Zeif
April 2022		Champions Training cohort 2	Henpicked
April 2022		Manager information session (2)	Henpicked
May 2022		Partners and Family information session (1)	Henpicked
Thursday 26th May 2022	12.00-1.30pm	Meet Up (Peer Support Group)	ICS & Experts
June 2022		All Staff information session (2)	Henpicked
Tuesday 26th July 2022	12.00-1.30pm	Meet Up (Peer Support Group)	ICS & Experts
August 2022		Manager information session (3)	Henpicked
September 2022	12.00-1.30pm	Meet Up (Peer Support Group)	ICS & Experts
October 2022		World Menopause Day celebration/event	ICS & Experts
November 2022		Meet Up (Peer Support Group)	ICS & Experts
December 2022		All Staff information session (3)	Henpicked

CONTACT



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[SaTH Intranet - Menopause](#)

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<https://view.pagetiger.com/soothe>

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