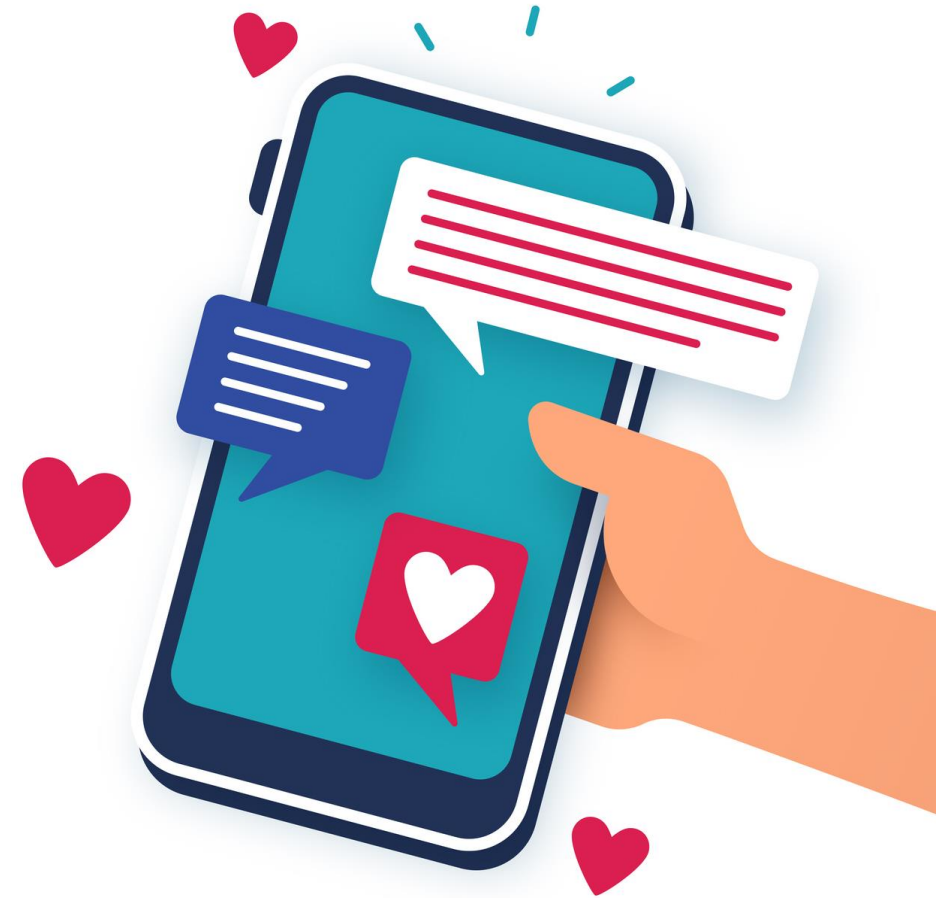


Menopause e-learning module comms toolkit



Embargoed until Wednesday 8 March 2023

Background



- The NHS employs over 1.3 million people and around 1 million of these people are women. This is over 75% of the entire workforce. Women between the ages of 45 and 54 make up a fifth of all NHS employees and could be experiencing symptoms of the menopause.
- The NHS recognises and values the diversity of its staff and we want to support all colleagues who experience the menopause.
- The NHS Menopause Improvement Programme within NHS England is developing a model of workforce support that champions staff wellbeing so that everyone can remain and thrive in the workforce throughout and beyond menopause.
- The next phase of this work is the launch of the menopause e-learning module which will educate staff about the symptoms and impact of the transition and provide information on how to support colleagues and friends.
- The e-learning programme provides:
 - An introduction to the menopause - what it is, stages, symptoms
 - It will address the incidence of menopause in the NHS workforce and population
 - The impact of peri/menopausal symptoms on the health/wellbeing, productivity and retention of people affected by the menopause transition in the NHS workforce and population

Key messages



Key messages

- The NHS is committed to creating a supportive working environment that champions the wellbeing of all our NHS people so that they stay and thrive through the menopause.
- The menopause e-learning module takes just 20 minutes to complete and has been created with Health Education England (HEE) to provide all staff with a valuable base knowledge about menopause and the impact on the NHS workforce.
- There are around 1 million women in the NHS workforce. This is over 75% of the entire workforce. Around one in five of them are of menopausal age and could be experiencing symptoms.
- To support our colleagues effectively through the menopause transition, it is important that everyone in the organisation has some knowledge of how menopause and peri-menopause can impact women at work.
- Looking after and supporting our people is a critical priority for the NHS and a key element of our People Promise. Good menopause care has both direct and indirect impacts on workforce retention and productivity, and ensuring staff get the support they need is an important part of retaining experienced talent and skills.

Call to action

- Help us keep our workforce thriving through menopause by expanding your knowledge and completing the e-learning menopause module now.
- The module is available here: <https://www.e-lfh.org.uk/programmes/menopause-awareness>

Audience and insight



Audience(s)

The NHS workforce, including:

- HR Directors
- Senior leadership teams
- System workforce leads
- Staff engagement leads
- Regional retention leads
- Directors of workforce
- Line managers
- Occupational Health Colleagues
- HR Colleagues
- Menopause Networks
- Wellbeing Guardians and Champions



Key facts and stats

- Women make up over 75% of the 1.3 million people in the NHS workforce.
- Women between the ages of 45 and 54 alone make up a fifth of all NHS employees.
- Three out of five people experience symptoms: one in four can experience severe symptoms, which impact on their day-to-day life.
- The average age to go through the menopause is 51.
- Around 1 in 100 people that experience the menopause go through the transition before the age of 40.
- Three in five people experiencing menopause believe their symptoms have a negative impact on them at work and nearly a third said they had been unable to go into work because of their menopause symptoms.
- Almost one million people have quit their jobs altogether.

Example short copy



NHS England and HEE have launched a brand new e-learning for health module all about the menopause.

The module, which takes 20 minutes to complete and has been developed specifically for NHS staff, covers everything from the common symptoms of the menopause to how it can impact people at work and how colleagues can support colleagues going through the transition.

There are around one million women working for the NHS in England and around one in five of them are of menopausal age, and could be experiencing symptoms.

We are committed to creating a more inclusive and supportive workplace for all our colleagues at all stages of life, and are working hard to ensure our staff stay and thrive through the menopause.

To improve your knowledge of the menopause and how it may affect you or someone you work with, complete the e-learning module now at <https://www.e-lfh.org.uk/programmes/menopause-awareness>

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Example long copy



A brand new e-learning for health module on the menopause has been launched as the NHS continues its drive to increase awareness of the transition in the workplace.

Health Education England has developed a 20-minute course for NHS staff covering everything from the common symptoms of the menopause to how it can impact people at work and how colleagues can support one another.

The new module follows the publication of national guidance at the end of last year, which set out comprehensive advice for line managers on how best to support their staff through the menopause.

With around one million women working for the NHS in England, and around a fifth of them of menopausal age, the menopause is everyone's business. It is crucial for recruitment and retention that everyone in the organisation has some knowledge of how the menopause and peri-menopause can impact women at work.

While everyone's experience of the menopause is different, some of the most common symptoms include hot flushes, low mood and anxiety, difficulty concentrating and trouble sleeping. For around a quarter of women going through the transition, symptoms can be severe and have a debilitating impact on their day to day life.

The short online module has been designed specifically for those working in the health service and aims to provide staff with the knowledge and awareness they need to better support a colleague, or themselves, as they navigate the menopause at work.

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Example social media posts



Our [#MenoPAUSE4Thought](#) campaign kicked off this morning with line manager training and this afternoon we've got events for staff. But this is just the start for us – aiming to normalise [#menopause](#) in the workplace. bit.ly/2J3HdjB @SuzanneB_NHS @henpickednet



University Hospitals Birmingham @uhbtrust · Feb 10
We are so proud of Wendy and her incredible work to support women in our Trust, who are approaching or going through the menopause.

The menopause passport is the first of its kind in the NHS is already making a difference to women at UHB.

Read more:



bbc.co.uk
Menopause passport introduced by NHS trust boosting wellbeing.
The scheme offering help to medical staff is thought to be a first in the NHS.



Ruth May ❤️🇬🇧 @CNOEngland · Jun 15, 2022
Today @NHSEngland signed the [#MenopauseWorkforcePledge](#).

We want the NHS to be the best workplace it can be and ensuring [#OurNHSPeople](#) are supported at every stage of their career and through every chapter of their lives is crucial. [#teamCNO](#)

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Isle of Wight NHS Trust @IOWNHS · Oct 18, 2021

As well as marking [#WorldMenopauseDay](#) today we are also celebrating the 1 year anniversary of our Menopause Matters Staff Network forming.

Network member Anne, who works in our Pathology Team and volunteers for @CowesRNLI has shared her experience with us...

A thread 🧵



1 5 11



Isle of Wight NHS Trust @IOWNHS

"I was in a very dark place at the beginning of the year. I was terrified I had early onset dementia and felt like I had no where to turn. I found the menopause support group not expecting it to be my issue."
[#WorldMenopauseDay](#)



We Are NHS People ❤️ @people_nhs · Feb 28

Understanding [menopause](#) and its symptoms can help support [#OurNHSPeople](#) who may be experiencing it. Find out more about [menopause](#) in the self-care factsheet and other resources: bit.ly/3kwucGk



Up to 20% of NHS colleagues could be affected by menopausal symptoms at work



Example social media posts



NELFT NHS Foundation Trust
12,646 followers
2mo • 📍

+ Follow ...

With over 75% of the NHS workforce being women, it is essential that the right support is in place for those experiencing the menopause to retain the experienced talent and skills of our [#TeamNELFT](#) people. Three in five of those experiencing menopausal symptoms say it has a negative impact on their work.

NHS England has therefore developed national menopause guidance aimed at line managers and colleagues experiencing menopause. The guidance includes advice on how staff can record menopause-related absences on ESR and tips on making reasonable adjustments for those experiencing symptoms. For information, click here <http://ow.ly/KhT650LOC5R>

NHS University Hospitals Birmingham NHS Foundation T...
18,022 followers
6d • 📍

+ Follow ...

Our menopause passport, which is the first of its kind in the NHS, is helping staff feel comfortable and supported as they approach and experience the menopause.

Hot flushes are the symptom most often associated with the menopause, but many women suffer from much more debilitating symptoms such as brain fog, anxiety and insomnia. These symptoms, and many more, can have a serious impact on women's lives. Only recently, national research showed that 10% of women leave their jobs, and many more are reducing their hours or passing up promotions, because of their menopausal symptoms.

Because every woman's menopause is completely unique and different, the passport is helping women at UHB get the right support for them.

As well as fast-tracking help and advice, it can also be used to request adjustments to their working environment, such as wearing a lighter uniform or a change to working patterns.

The menopause passport was the idea of UHB nurse Wendy Madden, who has worked for the Trust for 20 years.

Read more here: <https://bbc.in/40MS74I>



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West London NHS Trust
11,514 followers
4mo • 📍

+ Follow ...

Today is [#WorldMenopauseDay](#), and this year's theme is cognition and mood. Three quarters of women going through the menopause will experience symptoms, which can include insomnia, anxiety and problems with concentration and memory.

These symptoms can negatively impact people at work and hundreds of thousands of women have left their jobs as a result, so it is more important than ever that we continue the conversation around menopause and ensure everyone feels comfortable, confident, and supported in both their personal and professional lives.

Here at the Trust we're launching a range of support to help our staff cope with menopause. We have a wellbeing service available - with plans in place for menopause exercises in the workplace - as well as introducing a menopause support group and new 'Menopause in the Workplace Policy' too.

[#KeepingTheConversationGoing](#) [#WorldMenopauseDay2022](#)



Royal Free London NHS Foundation Trust
31,438 followers
4mo • 📍

+ Follow ...

October is [#WorldMenopauseMonth](#)

We encourage everyone to use this time to start frank and honest discussions about menopause to help clarify and demystify this normal, natural part of the aging process ❤️

Learn more about menopause on the NHS site here: <https://lnkd.in/gipyKvq>



NHS England
651,476 followers
2mo • 📍

+ Follow ...

Menopause isn't a health condition, it's a stage of life. Make your workplace menopause friendly.

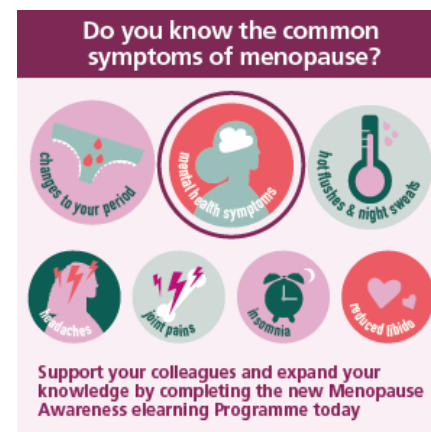
Find out how you can understand more about the menopause and how to support colleagues experiencing menopause symptoms at work. <https://lnkd.in/g7HRxtNA>



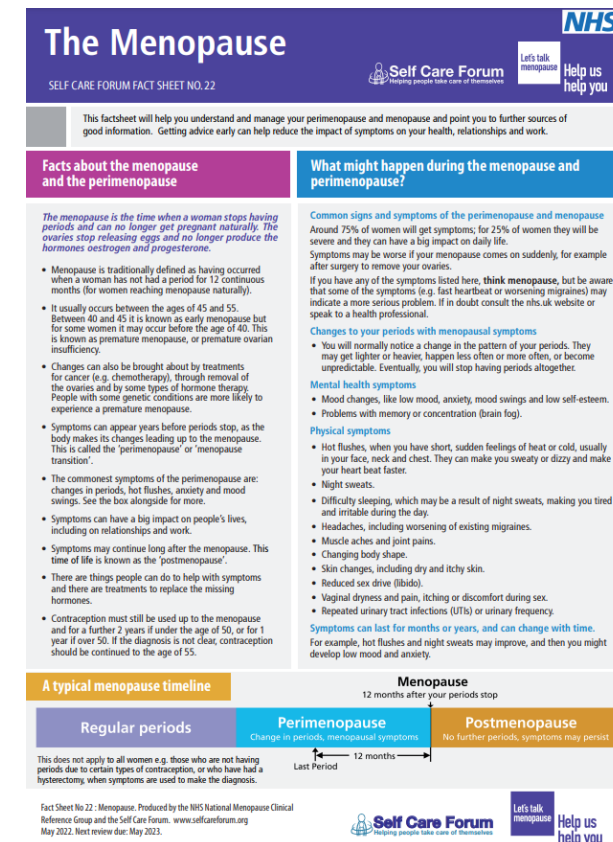
Resources to use



- The module will be available for NHS staff at the following link: <https://www.e-lfh.org.uk/programmes/menopause-awareness>
- A range of materials have been developed and are available alongside the module, which can be used to raise awareness of the menopause itself and signpost people to the e-learning module and support available.
- Access [guidance](#) on supporting NHS colleagues through the menopause.
- The NHS [webpages on menopause](#) include advice on symptoms and treatment.
- Information on menopause support in the workplace is available [here](#).
- The NHS has worked with the Self Care Forum to develop a [self care factsheet](#) for people experiencing the menopause.



At any time, about a fifth of the NHS's workforce may be experiencing menopause symptoms. Support your colleagues and expand your knowledge by completing the new Menopause Awareness elearning Programme today



Find out more!



Information about the menopause is available on the NHS website, including signs and symptoms, tips on looking after yourself, and advice on when to seek further treatment or advice:

- <https://www.nhs.uk/conditions/menopause/>
- <https://www.england.nhs.uk/looking-after-our-people/supporting-people-in-early-and-late-career/#menopause>

And for thoughts or feedback on this comms toolkit please contact strategic.comms@nhs.net