



ALLY INFORMATION PACK

# MENOPAUSE ALLY INFORMATION PACK



# DISCLAIMER

Everyone's experience of menopause is different. People experience different symptoms, have different views or philosophies about how they'd manage them and different medical histories, too. This workbook is to help you understand more about menopause and where to signpost people for further support.

People of diverse gender expressions and identities experience menopause, and although we may use the terms 'women' 'female' 'her' when quoting specific research, this workbook is focused on how everyone can be supported.

Disclaimer: The information, including but not limited to, text, graphics, images and other material contained in this workbook are for informational purposes only. No material is intended to be a substitute for professional medical advice, diagnosis or treatment. Always seek the advice of your GP or other qualified healthcare provider with any questions you may have regarding any medical condition or treatment and before undertaking a new healthcare regime.





# INTRODUCTION



Menopause has always been around. But we're now living and working for longer, which means more people are working through their menopause transition than ever before.

As an example, in the UK women over 50 are the fastest-growing workplace demographic. However, research tells us that the majority of people are unwilling to discuss menopause-related health problems with their line manager or ask for the support or any adjustments they may need.

This workbook provides knowledge and understanding around menopause and signposts support and help.

The way we all  
think and talk  
about  
menopause,  
especially at  
work is  
*crucial.*

# YOUR IMPACT



Your role as an Ally in supporting those experiencing menopause symptoms is crucial. Offering allyship to colleagues with menopausal symptoms that are impacting on their work or personal life will help in many different ways.

## Menopause Allies can:

- Support colleagues or friends and family experiencing menopause
- Help them seek support with GPs or at work
- Signpost colleagues or friends and family to resources/support
- Help to open up conversations around menopause
- Have positive conversations and listen to others





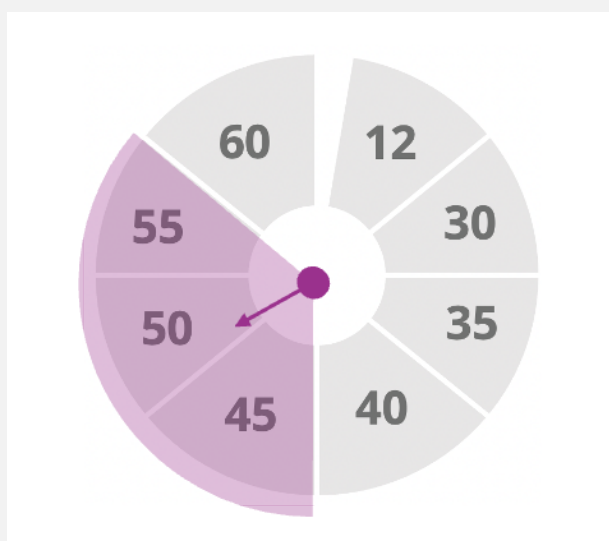
# MENOPAUSE: THE FACTS

## DEFINITION

Menopause is defined as a biological stage in life that occurs when hormones change and eventually menstruation stops. Someone is said to have reached menopause when they have had no period for 12 consecutive months (for those reaching menopause naturally).

## AVERAGE AGE

The average menopause age is 45-55, however it can be earlier naturally or due to surgery, illness or other reasons.



## STAGES OF MENOPAUSE

### Perimenopause

The time leading up to menopause when they may experience changes and menopausal symptoms. This can be years before menopause.

### Menopause

A one-day event when menstruation stops.

### Postmenopause

The time after menopause has occurred, starting when periods have ceased for 12 consecutive months and for the rest of life.

When we talk about menopause in this guidance, we are referring to any of these stages.

# MENOPAUSE: THE FACTS

Everyone should have menopause awareness, so they can support colleagues, friends and family.



**3 in 4 people** experience menopause symptoms at some time

45 - 55

is the average age to reach menopause

8 in 10

people of menopausal age are in work

2 in 5

said symptoms were worse than expected



**1 in 4 people** experience serious symptoms

1%

of people reach menopause before they are 40

**The majority of people** are unwilling to disclose menopause-related health problems at work



# SYMPTOMS OF MENOPAUSE

## SYMPTOMS

Hormonal changes can result in a wide range of symptoms, both physical and psychological. In research, the ones reported as having the biggest effect at work include:

### Physical

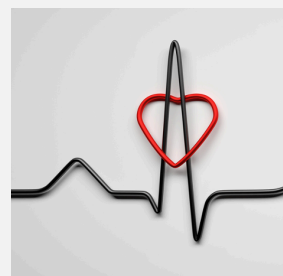
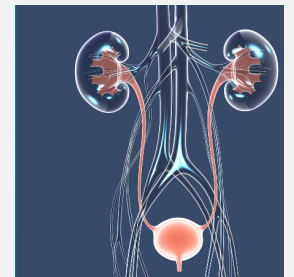
- Difficulty sleeping, insomnia or fatigue
- Hot flushes during the day or night
- Migraines or headaches
- Aches and pains
- Irregular and/or heavy periods
- Urinary issues, e.g. increased frequency

### Psychological

- Low mood, depression or changes in mood
- Nervousness, worry or anxiety
- Reduced ability to concentrate or focus
- Problems with memory recall

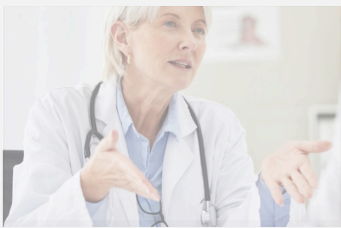
## THINKING ABOUT LONG-TERM HEALTH, TOO

Understanding menopause is more than just being aware of symptoms, it's about long-term health, too. As hormone levels change, we need to take extra care about our wellbeing, in particular heart and bone health.



# MANAGING MENOPAUSE

Managing menopause is a personal choice and may depend on the severity of symptoms, medical history or personal philosophy about what feels the right approach. Here we describe some of the key approaches someone may choose to consider.



## Medical

First line medical treatment recommended through the NICE guidelines (National Institute for Health and Care Excellence) is hormone replacement therapy (HRT). It is essential HRT is prescribed by a qualified medical practitioner who will work with the individual to understand any risks and explore benefits. For further information visit: [Women's Health Concern](#) (patient arm of the British Menopause Society).



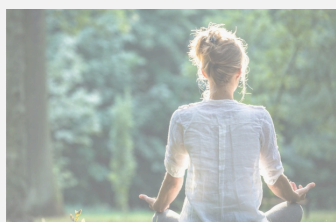
## Complementary

Many people turn to herbal remedies before seeing a doctor for advice. When investigating herbal solutions, always look for the THR (Traditional Herbal Registration certification) mark on the box. It is important to check anything someone is taking with their healthcare practitioner. For further information visit [Women's Health Concern](#)



## Lifestyle

A healthy lifestyle can have a positive impact on both menopausal symptoms and long-term health, so it's important to consider lifestyle changes during and after the menopause. These can include: healthy eating, regular exercise, reducing alcohol and caffeine, staying hydrated and managing stress.



## Mindset

Challenging the way we think and feel about menopause can help. Focusing on self-care and kindness using tools such as cognitive behavioural therapy (CBT), mindfulness and meditation. Talking and knowing someone is not on their own can often help.



## ALLY INFORMATION PACK

# MANAGING MENOPAUSE

## SIGNPOSTING OUR 3-STAGE PROCESS

This workbook is to help anyone experiencing menopause symptoms work out what's right for them, and plan their next steps. As a Menopause Ally, this can be a useful tool to signpost:

The Managing your Menopause: 3-stage process can help those experiencing menopause understand their options and choices for managing symptoms. Everyone's experience of menopause is different. Everyone experiences different symptoms, has different views or philosophies around how they'd prefer to manage them and different medical histories, too.

**SYMPTOMS**  
0 = NO PROBLEM | 1 = MILD SYMPTOMS | 2 = SEVERE SYMPTOMS  
3 = EXTREMELY SEVERE SYMPTOMS

	0	1	2	3
<b>PHYSICAL SYMPTOMS</b>				
Hot flushes/night sweats				
Sleep problems				
Skin (dryness, itching or acne)				
Aching joints				
Weight gain or bloating				
Fatigue				
Heart palpitations				
Changes in periods				
Breast tenderness				
UTI, urinary frequency & leakage				
<b>PSYCHOLOGICAL SYMPTOMS</b>				
Worry or anxiety				
Lower self confidence				
Mood swings				
Memory problems				
Low mood or depression				
Panic attacks				
Easily tearful				
Decreased ability to concentrate				
Brain fog				
Inability to multi task				

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**Stage 1:**

- What are your symptoms?
- Do you experience these symptoms more at certain times?
- Prioritise the top 3 or 4.
- How do they affect you at home and at work?

**Stage 2:**

- What is your personal philosophy to manage symptoms and long-term health?
- Do you prefer the medical, complementary or lifestyle approach, or a combination?
- Decide who you are going to talk to and when.
- Establish who can help you at home and at work.

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**WHAT NEXT?**

**Stage 3:**

- What do you plan to do to:
  - Learn more about menopause (if you need to)?
  - Manage your symptoms and long-term health?
  - Who are you going to talk to? And by when?
  - Who can help you (at work, at home)?

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# WHERE TO LOOK FOR SUPPORT

## FOR YOU AS AN ALLY OR FOR SOMEONE YOU ARE SUPPORTING

Remember, it is important to find your own helpful coping strategies to make sure you are in a position to support someone else as an ally. These are lots of different positive things that you can do to support yourself, so note down any that work for you.

Unhelpful coping strategies on the other hand may seem like a good idea at the time but can make it more difficult to support yourself and others.

Below are some potential sources of information that may be useful to support yourself and to support someone experiencing menopause.

Workplace Support	Employee Resource Groups	Occupational Health	Mental Health First Aiders	Employee Assistance Programme
Trusted Sources	General Practitioner	Henpicked	Balance App	Hub of Hope
Key Dates	International Women's Day	Women's Health Week	World Menopause Day	LGBT History Month



## ALLY INFORMATION PACK

# USEFUL RESOURCES

## WHERE TO GO FOR FURTHER INFORMATION

### General menopause information



National Institute for  
Health and Care Excellence

[NICE Guidelines](#)



[British Menopause  
Society](#)



[Women's Health  
Concern](#)



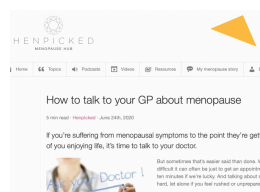
[Henpicked  
Menopause Hub](#)

### Guidance

WOMEN'S HEALTH CONCERN FACT SHEET  
Information for women

[The menopause](#)

[Menopause  
factsheets from  
Women's Health  
Concern](#)



[Talking to your GP:  
Factsheet from  
Henpicked](#)



[Daisy Network for  
more information  
on POI and early  
menopause](#)

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# USEFUL RESOURCES

WHERE TO GO FOR FURTHER INFORMATION

## Henpicked Menopause Hub: Lunch & Learns

Interview with... **Lunch & learn**

"Menopause & HRT"

Dr Heather Currie MBE  
Gynaecologist & Associate  
Medical Director  
Founder of Menopause Matters

**Menopause matters**

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Interview with... **Lunch & learn**

"Hot flushes and what you can do about them"

Dr Tonya Wokoma  
My Menopause Centre

**My Menopause Centre**

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Interview with... **Lunch & learn**

"How to get help from your GP during menopause"

Kathy Abernethy  
Peppy Health

**Peppy**

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Interview with... **Lunch & learn**

"Menopause, resilience and stress management"

Danny Simmonds  
Resilience expert and menopause trainer

**Silver Lining Training**

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Interview with... **Lunch & learn**

"Cognition and mood"

Dr Clare Spencer  
My Menopause Centre

**My Menopause Centre**

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Interview with... **Lunch & learn**

"Early menopause"

Amy Bennie  
Chair, Daisy Network

**daisy network**

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Interview with... **Lunch & learn**

"Menopause and long-term health"

Mr Nick Panay  
Consultant Gynaecologist

**HORMONE HEALTH**

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Interview with... **Lunch & learn**

"HRT after cancer"

Dr Karen Morton  
Dr Morton's

**Dr Morton's**  
Hormonal Health  
0123 323 120/32

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Interview with... **Lunch & learn**

"Menopause and mindset"

Kate Hesk  
Co-Founder of Cognomie

**COGNOMIE**

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Interview with... **Lunch & learn**

"Good mood food"

Jackie Lynch  
Registered Nutritional Therapist

**Weiweiwei**

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Interview with... **Lunch & learn**

"Menopause and UTIs"

Dr Abbie Laing  
My Menopause Centre

**My Menopause Centre**

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Interview with... **Lunch & learn**

"Menopause and depression"

Dr Clare Spencer  
My Menopause Centre

**My Menopause Centre**

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Plus many more at the [Henpicked Menopause Hub](#) ...





