

COURSE CONTENT OVERVIEW

Menopause Awareness



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Throughout this course, we refer to those experiencing menopause as 'women'. However, we explicitly acknowledge that menopause can affect trans men, non-binary and intersex people who have a menstrual cycle or ovaries. Our aim is to be inclusive while recognising that language in this area is evolving. We seek not to generalise or diminish anybody's personal experience.

You will learn about menopause symptoms, the range of treatments available and the laws which exist to support women experiencing menopause at work. You will also learn about how menopause can affect women's professional roles and responsibilities and which reasonable adjustments can support them to continue to thrive and excel in the workplace.

The course includes videos, animations, exercises, reflection points and downloadable resources to help you develop and consolidate your knowledge and understanding.

Module One - Introduction to Menopause

This module provides an in-depth definition of perimenopause, menopause and postmenopause. It also outlines common symptoms and treatments, as well as a range of menopause myths and facts. The module goes on to address the laws that exist to support women experiencing menopause in the workplace.

- Key statistics
- Defining menopause
- Experiences of menopause
- Stages of menopause
- Common symptoms
- Treatments
- Myths and facts
- Menopause and the law

Module Two - Menopause at Work

This module outlines what a menopause friendly workplace is, the benefits of becoming one and how employees and employers can work together to create one. It details how women experiencing menopause can be supported through risk assessment and reasonable adjustments. The module also provides support and guidance for women wishing to seek support for menopause symptoms at work. At the end of the module, there is optional training for managers, which will help them to better support colleagues who are experiencing menopause in the workplace.

- Creating a menopause friendly workplace
- Risk assessment
- Reasonable adjustments
- Asking for help: tips for employees
- Asking for help: what to expect from managers
- Confidentiality
- Optional additional content for managers includes: management and menopause, menopause workplace pledge, recognising menopause in the workplace and menopause and wellbeing champions

Aims of the training

By the end of this course, you will be able to:

- Outline key facts about menopause and recognise the different symptoms women may experience.
- Evaluate how the work environment can impact the wellbeing of those experiencing menopause.
- Recognise risks to health and safety and explain how to prevent discrimination.
- Apply best practice to support anyone in the workplace who is experiencing menopause.