

# DIVERSITY IN MENOPAUSE

# PARTNERSHIP PROPOSAL

**PREPARED FOR :**

# INTRODUCTION

**The menopause is a natural transition experienced by 50% of the population, yet it remains a taboo subject in many workplaces.** Menopausal women are the biggest demographic in the workforce, typically at the peak of their careers, representing a highly skilled and experienced talent pool. Yet, over 900,000 people have left the workplace due to a lack of support relating to their menopause.

Supporting women through menopause transition strikes at the heart of employee health and well-being, particularly gender equality and inclusion in the workplace.

## ABOUT US



With over 10 years of experience in the diversity and inclusion space, The Diversity Trust works to influence social change to create a fairer and safer society.

Led by a team of committed diversity professionals, many with lived experience of various equalities issues, we are the partner of choice for many corporates, helping them to authentically bring their diversity and inclusion aspirations to life and implement impactful programmes.

**[www.diversitytrust.org.uk](http://www.diversitytrust.org.uk)**



Menospace is a menopause training and events organisation, led by professionals with lived experience of the menopause. Founded by Haley White MSc, who has over 15 years corporate training experience. They work with a wide range of corporate clients delivering in areas such as Menopause at Work, Diversity in Menopause, Line Manager and Menopause Champion training.

**[www.menospace.co.uk](http://www.menospace.co.uk)**

# BACKGROUND

CIPD research shows that:

- ▶ Three in five (59%) working women between the ages of 45 and 55 who are experiencing menopause symptoms say it has a negative impact on them at work
- ▶ Nearly two-thirds (65%) said they were less able to concentrate
- ▶ More than half (58%) said they experience more stress:
  - ▶ More than half (52%) said they felt less patient with clients and colleagues
  - ▶ Three in ten (30%) said they had been unable to go into work because of their symptoms, but only a quarter of them felt able to tell their manager the real reason for their absence.

By taking the menopause seriously and treating it as an occupational health and people management issue, organisations can help to mitigate the potential negative impact of symptoms on the individual and the organisation.

# DIVERSITY IN MENOPAUSE

The experience of the menopause can vary for different people, particularly those with protected characteristics. For example, some research has found that there is a variation in the average age at which the menopause takes place between women of different ethnic backgrounds, also many women report that the menopause seems to make existing health conditions worse, triggering or coinciding with a flare up of symptoms.

It is important for organisations to be aware of how the experience of the menopause may vary for different people, particularly those with certain protected characteristics under the 2010 Equalities Act. However, there is currently a lack of research and information within this area.

Right now, diversity in menopause is a relatively unexplored area, with the potential to transform employees' experiences at work, while positively impacting on their wider team and the work environment.

We suggest that every company should prioritise this topic as a matter of urgency. It should be high on their internal agenda, seeking to understand diversity in menopause in response to their workforce profile and how they can support those whom it affects. We believe that this will enable companies to design and deliver user-centred HR and diversity and inclusion interventions which will be game changing for the individuals involved.



# BUSINESS OUTCOMES

- **Improved Employee Engagement and Productivity**
- **Reduced Absenteeism**
- **Increased Retention of Talent**
- **Improved Employee Well-being**
- **Enhanced Reputation and Brand Image**
- **Environmental, Social and Governance (ESG) -  
with a focus on the Social strand**

# WORKING TOGETHER

By joining forces on this important topic, we can make a profound impact on societal change and foster a workplace culture that values inclusivity, empathy, and understanding.

Working together, we can conduct thorough research, gather invaluable insights, and develop tailored strategies that will not only benefit your organisation but also create a ripple effect of positive change across industries.

Our collaboration will pave the way for increased awareness, enhanced workplace policies, and the provision of essential resources to support menopausal employees. By prioritising diversity in menopause, we can break down barriers, challenge stereotypes, and empower women to thrive in all aspects of their lives.

**Let's have a call to discuss.**

**Contact us: [info@diversitytrust.org](mailto:info@diversitytrust.org) or call +44 (0)772 029 4991**