SEPTEMBER 2024 EDITION

TOTAL TOPICS

TOTAL TRAINING PROVISION

TOPIC OF THE MONTH

MENOPAUSE

MENOPAUSE

What is it?

Menopause is a natural biological process that marks the end of a woman's menstrual cycles and reproductive years. It is officially diagnosed after a woman has gone 12 consecutive months without a menstrual period.

Stages of the Menopause

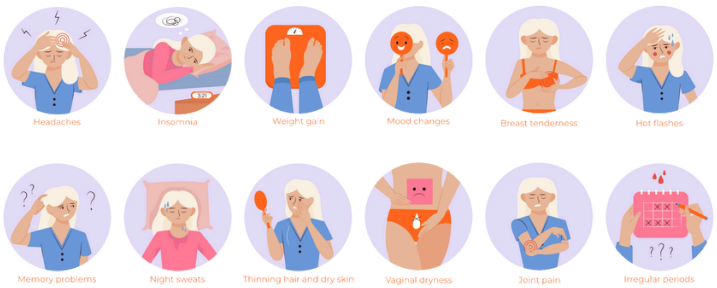
Perimenopause: The transition period leading up to menopause, where symptoms begin and menstrual cycles become irregular.
Menopause: The point when a woman has not had a period for 12 months.
Post-menopause: The years following menopause, where symptoms may continue but often lessen over time.

Prevalence

There are approximately 13 million peri or post-menopausal women in the UK.

Symptoms

There are more than 30 recognised symptoms of menopause, including hot flushes, night sweats, mood changes, and joint pain.



Age

Typically occurs between ages 45 and 55, with the average age for menopause in the UK is 51 years. However, around 1 in 100 women experience menopause before the age of 40.

Find out more about the Menopause here.

MENOPAUSE

Health & Wellbeing

Menopause can significantly impact mental health due to hormonal fluctuations and life transitions. Common symptoms include mood swings, anxiety, depression, and cognitive changes like “brain fog.” These mental health challenges are often exacerbated by sleep disturbances and stress from concurrent life events.

Mental Health Support

Therapy: Consider talking to a therapist who can help you navigate mood changes and anxiety.
Support Groups: Joining a support group can provide a sense of community and shared experience.
Mindfulness Practices: Techniques like deep breathing, progressive muscle relaxation, and mindfulness meditation can help manage stress and improve emotional well-being.
Journaling: Writing down your thoughts and feelings can be a therapeutic way to process emotions.

Stay Connected: Maintain relationships with friends and family. Social support is crucial for mental health.
New Activities: Engage in hobbies or activities that bring you joy and fulfillment.
Medical Advice: Consult with your healthcare provider about symptoms and treatment options, including Hormone Replacement Therapy (HRT) if appropriate.
Medication: If necessary, your doctor may prescribe medication to help manage mood swings, depression, or anxiety.

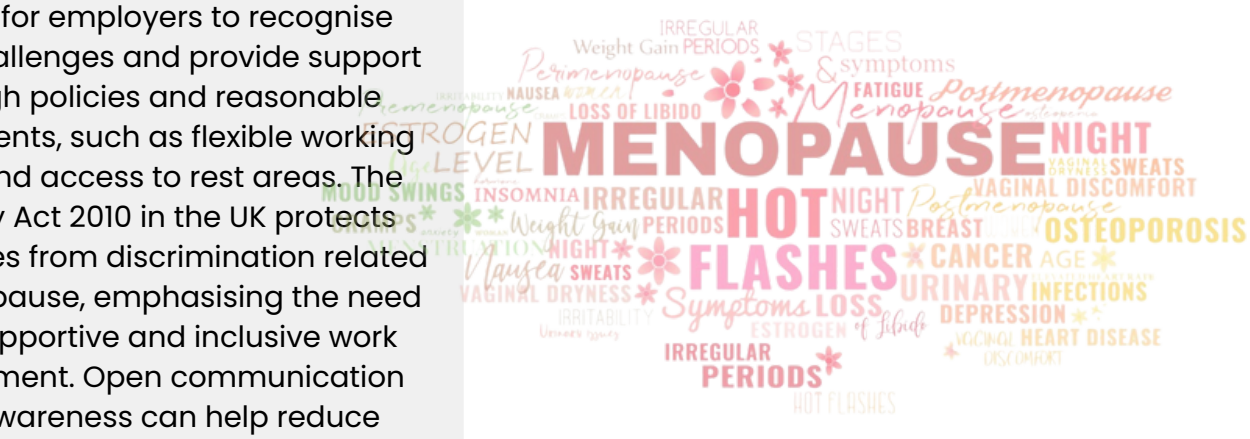
Find out more about Menopause and mental health here.

MENOPAUSE

EDI & British Values

Menopause can significantly impact women in the workplace, affecting their productivity and well-being due to symptoms like hot flashes, sleep disturbances, and mood changes. It’s crucial for employers to recognise these challenges and provide support through policies and reasonable adjustments, such as flexible working hours and access to rest areas. The Equality Act 2010 in the UK protects employees from discrimination related to menopause, emphasising the need for a supportive and inclusive work environment. Open communication and awareness can help reduce stigma and ensure that all employees feel valued and supported during this transition.

Read more here for guidance on menopause in the workplace for employers.



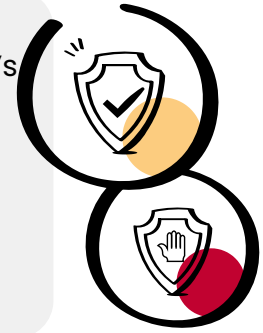
Workplace Impact

Nearly 8 out of 10 menopausal women are in work. Unfortunately, 10% of women leave their jobs due to menopause.

MENOPAUSE

Safeguarding & Prevent

Supporting a partner or family member through menopause involves understanding the physical and emotional changes they are experiencing. It's important to be patient, empathetic, and communicative. Learn about menopause symptoms, such as mood swings, hot flashes, and sleep disturbances, to better anticipate their needs. Offer practical support, like helping with household tasks, and emotional support by listening and validating their feelings. Encouraging a healthy lifestyle, including regular exercise and a balanced diet, can also help alleviate some symptoms.



Read more about supporting a partner or family member through the Menopause here

If you're concerned about someone experiencing menopause, it's important to encourage them to seek help from a healthcare professional to manage their symptoms and ensure they receive the support they need. Online groups can offer valuable support and community, it's essential to be cautious about the accuracy of the information shared and ensure privacy and security are maintained.

MENOPAUSE

Digital

Digital technology has revolutionised menopause management by providing tools like tracking apps and telemedicine, which offer personalised insights and remote consultations. Online support communities also play a crucial role, offering women a platform to share experiences and seek support.

Menopause Tracking Apps

Apps like **MenoPro**, **MenoLife**, and **MyFLO** allow women to track symptoms, record menstrual cycles, and gain personalised insights. These apps help in understanding patterns and making informed decisions about treatment options.

Online Communities

Peanut Menopause: A subset of the popular women's social network Peanut, designed to connect people experiencing all stages of menopause through a supportive digital community.
My Menopause Companion: A nurturing community where women in mid-life can share their stories, ask questions, and offer mutual support.

Local Meet-Ups

Menopause Café: These events are held across the UK, where people gather to discuss menopause over tea and cake in a respectful and confidential space. You can find upcoming events or even host your own

18TH OCTOBER

World Menopause Day

World Menopause Day is held every year on the 18th of October. The purpose of the day is to raise awareness of the menopause and the support options available for improving health and wellbeing

The theme for World Menopause Day 2024 is **Menopause Hormone Therapy**.

Find out more information here and how you can get involved.

SEPTEMBER 2024

M	T	W	T	F	S	S
Childhood Cancer Awareness Month Organic September						1
2	3	4	5	6	7	8 International Literacy Day
9 Air Ambulance Week	10 World Suicide Prevention Day	11	12	13	14 National Doodle Day	15
16	17	18	19	20	21 World Alzheimer's Day	22
23 International Day of Sign Language	24	25	26	27	28	29
30						

Coming up next month - DYSLEXIA