**MenoFlock**

**Menopause Workplace Support Sessions**

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| **Session**  | **Overview**  | **Who?**  | **Why?**  | **Duration** |
| Menopause Awareness Presentation/Talk/Training  | * What is menopause/why it happens
* Facts & Stats
* Symptoms
* Health implications - problems/solutions
* Mental health & wellbeing through menopause
* Menopause at work
 | All staff | * Raise awareness
* Improve knowledge
* Increase confidence - managers/teams
* Increase confidence - staff /colleagues
* Promotion of wellbeing in the workplace
 | 1 hour  |
| Women Only Workshop – Managing Menopause Sypmptoms  | * Overview of peri/menopause
* Premature & surgical menopause
* Symptoms in depth
* Managing menopause inc HRT/alternative therapies/lifestyle & diet
* Managing menopause at work
 | Female staff  | * For female staff to take control of their menopause for improved health and wellbeing
* Employee empowerment
* Improve staff retention & absenteeism
 | 2 hours  |
| Menopause Workshop for Line Managers  | * Menopause overview
* How to support staff/recognise symptoms
* Keeping legal
* Real life scenarios
* Support pathways
* Incusivity to attract & retain employees

  | Line Managers  | * Raise awareness
* Manage teams more confidently
* Enable and encourage sensitive conversations with staff
* Improve staff retention & absenteeism
* Improve support structures
 | 2 hours  |
| Mens Workshop  | * What menopause is
* Symptoms & how to recognise them
* How to support colleauges
* How to support loved ones
* What not to do!
* Top tips to take away
 | Male staff | * Raise awareness
* Improve knowledge
* Increase confidence to support others
 | 1.5 hours |
| Lunch & Learn  | * What is Menopause?
* Symptoms
* Adjustments in the workplace
* Q&A
 | All staff | * Raise awareness
* Increase knowledge
* Understand workplace responsibilities
 | Approx 45 mins/1 hour  |
| Midlife & Menopause Coaching A safe space dedicated to help you look inside and work towards what you want and where you want to be in life.  | * Perimenpause/menopause symptoms
* Loss of joy
* Lack of self belief
* Loss of confidence
* Connection to life & purpose
* Work/life balance issues
* Reconnecting with self
 | 1:1/small group  | * Understand and manage your peri/menopause sypmtoms
* Bring back your joy, self belief and confidence
* Goal setting for the future
* Create strategies and action plans to move forward
* Increase motivation
* Self discovery & new pupose
 | 12 weeks1 hour per week  |
| Fitness & Support Session  | * Education & exercise
* Informal discussion
* Expert support & signposting
* Peer support
* Fun!
 | Female staff | * Combat menopause-related health problems
* Enable female staff to take control
* Improve health and wellbeing
* Peer support
 | 1 hour: 15 minutes discussion 45 mins exercise  |
| Networking support/set up | * Menopause Café Events
* Menopause Champions
* Menopause Support sessions
* Follow up sessions
 | All staff  | * Create time & space for positive conversations
* Peer support
* Staff empowerment
* Regular ongoing support
* Staff wellbeing
 | 1 hour/ongoing  |
| Resources  | * Menopause Guide
* Menopause Policy/Risk Assessment
* Employment Law
* Symptom Tracker
* Wellness Action Plan
* Workplace Posters
 | All staff | * Raise & spread awareness
* Create a culture of support
* Champion menopause support in the workplace
* Enhance mental health & wellbeing
* Provide appropriate frameworks
 | Ongoing |
| Signposting  | * Useful websites/contacts/social media/further reading etc
 | All staff | * Menopause awareness/education embedded in culture of the workplace
 | Ongoing |