**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 weeks  1 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 |