

Menopause matters™

Summer 2022 £4.99

EMPLOYERS

What should they be considering to help their female employees?

OUR MENOPAUSE

Real women share their stories

LEGAL PERSPECTIVES

Having the law on your side

A NEW MENOPAUSE VOICE

Caring for your mental health in menopause

It's so easy to be unprepared for the impact on your mind and emotions when your menopause transition begins

BINGE EATING

Our sometimes complex relationship with food

HRT supplies

WHAT 4000 WOMEN FEEL ABOUT MENOPAUSE

Results are in from a landmark UK study

TIPS on...

INTERMITTENT FASTING

Advice for menopausal women

LISTEN TO YOUR BODY

Help to make it easy on yourself

DIVERSITY

It's just not the same for all women and why we should be mindful of that

A SIDEWAYS LOOK AT HRT

+ PLUS...

Cafe Culture / Training / Dr Currie's Casebook / Exercise Coach / News and more...



It's an all-inclusive subject

Why is all this fuss being made over the menopause? Women have been going through this for years and they just got over it! So why now asks Trudi Roscouet?

One in ten women may have left their jobs: some women have left their partners and some women may have taken their own life due to anxiety and depression. But now is the time to change! The time to make **everyone** aware of the symptoms of the perimenopause.

How many women have gone through early menopause and have not told their children? This has a far-reaching effect as there is strong genetic research that this is a major indicator of when the next generation will commence their menopause. The subject needs to be talked about – in school, home and companies.

According to Professor Jo Brewis, co-author *Government Report on Menopause*: "Menopausal women are the fastest growing workforce demographic," which is highlighted by the Office of National Statistics. Three out of four female employees are suffering with perimenopausal symptoms;

6 in 10 working women aged 45-55 who were experiencing the menopause said that it had a negative impact on them at work. Now is the time for employers to take action and to open the doors and to show them that they are supporting their workforce.

Picture this

There is nothing worse than being in an office when that burning spontaneous combustion of a hot flush starts to creep from way deep inside your body. What do you do? Do you speak to your manager? He may be a young male and not know anything at all what you're going through - would he think you are just weird? Do you make a joke? Or do you just sit there? An easy solution would be to just have a number of fans in the stationery cupboard which staff could easily obtain.

Law firm Burness Paull LLP was Scotland's first Menopause Friendly accredited employers, but what did they do to create long-term sustainable cultural change in their organisation to provide menopause support?

- Encouraged an open culture in which menopause could be freely discussed
- Developed a comprehensive plan, with resources made readily available for colleagues
- Created a team of menopause champions, sharing their stories
- Provided training for everyone within the organisation
- Started a menopause support group
- Kept the conversations and education flowing during Covid-19 with a menopause book group
- Made it easy for colleagues to obtain fans
- Worked with their Employee Assistance Provider to give access to even more menopause support.

I have been working with a number of companies both in Jersey, Guernsey, Gibraltar, the Isle of Man and the UK to outline the importance of training and menopause awareness. It is all too easy for employers to ignore the fact but we need to break the stigma – the taboo that still surrounds the menopause. I do not like to classify the stereotype – but the older generation, male and female in some instances, is the



• L-R: Trudi Roscouet and Jersey GP Dr Rebecca Harling.



• **Trudi at one of her recent training events for both men and women.**

harder nut to crack. Comments such as: “We just got through it” or “I don’t need to know about that” and “That’s women’s issues.” I’m sure we have all heard comments like this before. Well, it’s 2022 and it’s time that everyone took responsibility.

Women need to own their symptoms – they need to make sure they can find the correct education. Social media has its place – but be careful of others’ opinions. Women need to be able to obtain their own information from reliable, trusted resources. Always try reliable websites such as The British Menopause Society (BMS), NHS Inform and of course I would suggest Menopause Matters.

Training

By providing training, I am in a fortunate position that I can advise and educate women – but not only women, as men also need to understand how this effects their work colleagues and partners. Their support and empathy is conducive to both personal and working relationships. How else are they going to learn about this if women don’t speak up? The other issues that men face are those of being in management positions and having to handle situations which might be due to ‘poor performance.’ If they feel that their employee is possibly perimenopausal, they need to be able to open up the dialogue without feeling uncomfortable.

At no point does any man or woman ever have to be a menopause expert; they just need to be able to listen and support. The appointment of ‘Menopause Champions’ in a work place is a great way of encouraging women to come forward and to help others in your organisation.

I have also collaborated with a local GP in Jersey, Dr Rebecca Harling, who specializes in women’s health - we created the Menopause Forum in October 2021 and launched it on World Menopause Day that year. Initially we thought only five people would come – one of which was my mum – but on that first event we had 50! The word has spread and now we hold a monthly meeting in a local hotel and pick themes; HRT, Pelvic Health (who knew how to pee properly would be so important!), exercise, which included tasters for zumba and pilates; nutrition and so the list goes on. This Forum is open to everyone and it allows women to come together and just talk about subjects with professionals, and share stories in a safe place. We have had tears and smiles but most of all myself and Rebecca get so much pleasure that we are sharing our knowledge to help others.

Trudi is the founder of Vitality40plus and has created a corporate online menopause and wellbeing training platform including a well-being radio station. If your company would like to know more, please feel free to contact trudi@vitality40plus.com

HRT treatment

Did you know only 12% of women are on HRT? This is phenomenal. There may be some ladies who decide through choice or that they do not need it as their symptoms are not troublesome – but the group that worries Trudi are the ones that are not aware of the changes in the hormones used and how life changing going on HRT can be for you and your family.



“It is very expensive for businesses to fail to recognise the value and needs of their menopausal employees.”
Trudi Rouscouet