

Menopause resources

**Produced by Peppy, written by Kathy Abernethy
Director of Menopause Services**

Here is a list of up-to-date, free menopause resources, chosen by our expert team of menopause practitioners, to help you and your colleagues going through menopause.

Peppy recommends resources that are supported by UK menopause specialists and in line with clinical guidance from the NHS, the National Institute for Health and Care Excellence (NICE), and the British Menopause Society.

Useful websites

NHS

Specific advice from the National Health Service around managing menopausal symptoms, in line with NICE Guidance.

NICE Guidance

An overview for the public, of the UK NICE Guidance on diagnosis and management of menopause, published in 2015. This covers advice to health care professionals about diagnosing menopause and treating short term symptoms.

The British Menopause Society

Aimed at health care professionals and has an open-access link to their Register of Menopause Specialists around the UK, both NHS and private.

Women's Health Concern

Patient arm of the British Menopause Society. Factsheets written by UK specialists include:

- The menopause
- HRT
- Cognitive behavioural therapy
- Menopause and hair loss
- Testosterone for women
- Contraception in peri-menopause
- Osteoporosis
- Migraine and HRT
- Insomnia
- Vaginal dryness
- Continence (bladder issues)
- Premature Ovarian Insufficiency
- HIV and menopause

Menopause Matters

Written by a UK doctor, lots of information and a forum for discussion.

Daisy Network

Provides information and support to younger people experiencing menopause and premature ovarian insufficiency (POI). Facebook page and support forums available.

Books

'Menopause, The One Stop Guide'

by Kathy Abernethy

A practical guide to all things menopause, chapters on symptoms, health and lifestyle, HRT, non-HRT options, young menopause, menopause after cancer.

Publisher: Profile

'Men... Let's Talk Menopause'

by Ruth Devlin

A comprehensive guide to menopause, written for men to help them understand this often perplexing topic. It addresses all the important aspects of menopause and gives essential information on the options available.

Publisher: Practical Inspiration Publisher

'Menopause: The Change for the Better'

by Deborah Garlick

With contributions from UK doctors, an overview of menopause and treatment options.

Publisher: Bloomsbury

'Managing hot flushes and night sweats: a cognitive behavioural self- help guide to the menopause'

by Myra Hunter

Written by a clinical psychologist and offering a workbook alongside, this covers self-help strategies for flushes and sweats.

Publisher: Routledge

'Understanding BRCA, living with the breast cancer gene'

by Clarissa Foster

With good information, written from a personal experience, this book is of specific interest to those who inherit the BRCA gene mutation and may be considering risk-reducing surgery.

Publisher: Hammersmith



Menopause at work

If you're thinking about starting the conversation about menopause in your workplace, you may find these resources helpful.

Henpicked: Menopause in the Workplace

Helpful information, top tips, line manager training and events, policy and communications expertise about menopause in the workplace.

Guidance on menopause and the workplace (Faculty of Occupational Medicine)

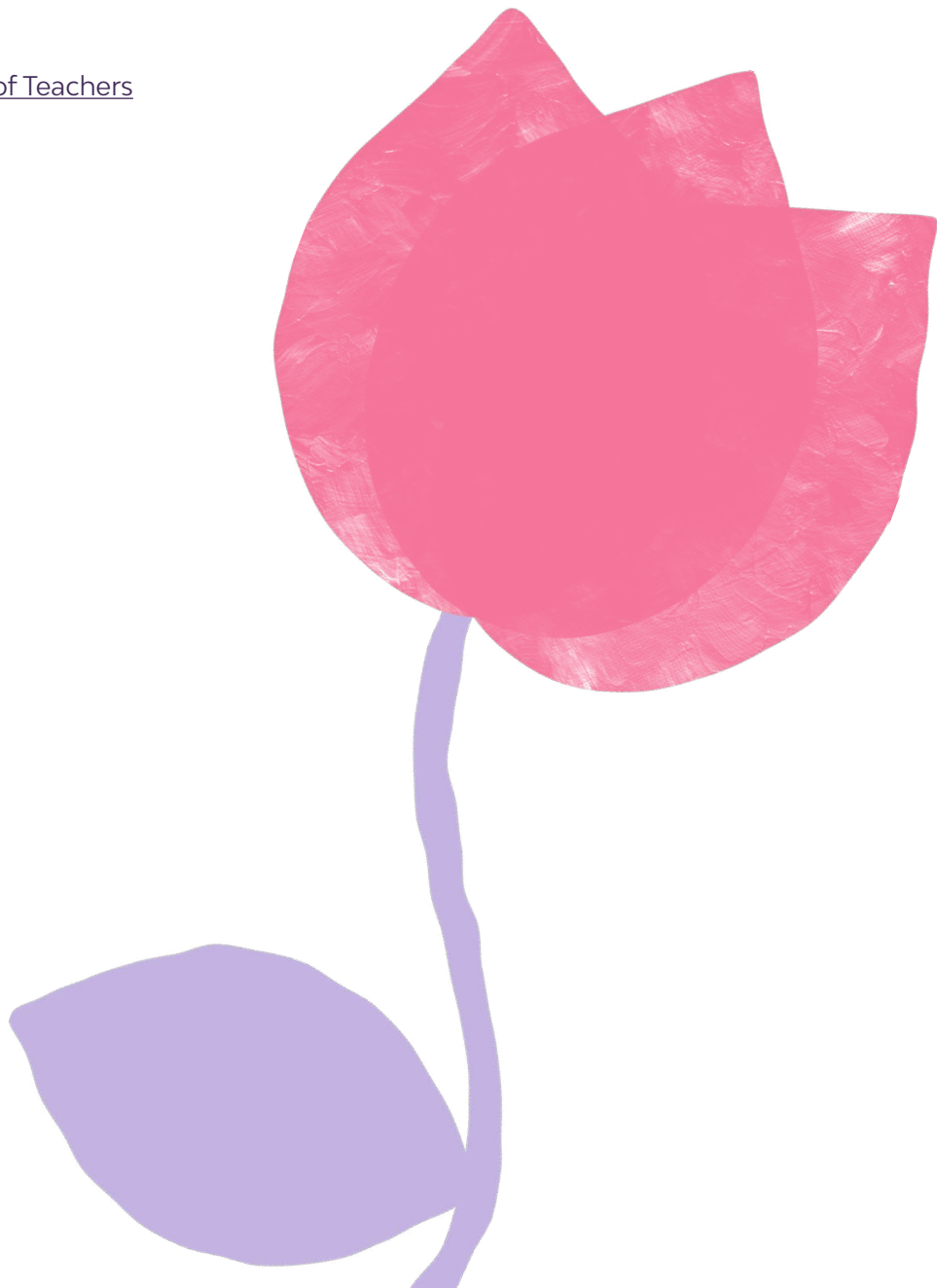
Offers practical guidance on supporting people at work for both people experiencing menopause and their employers.

Let's talk menopause (CIPD)

Resources that recognise that menopause can impact the working lives of people experiencing menopause and the colleagues around them.

Several unions also offer useful resources:

- [Unison](#)
- [The TUC](#)
- [The RCN](#)
- [National Union of Teachers](#)



Menopause

10 Top Tips for Managers

People of menopausal age are the fastest-growing demographic in the workforce, meaning menopause it is likely to directly or indirectly touch the lives of all people in your organisation at some stage.

Some say that menopause is natural and “no big deal”. For others, the transition through the peri-menopausal years (the years around menopause) can be marked by bothersome symptoms that can be quite severe, and could last a long time.

Many cope with menopausal symptoms at home with support of families and friends, but sometimes dealing with these symptoms at work can be challenging.

Here are some top tips for managers

- 1. Have a listening ear.** Show that you understand the physiological effects of menopause and appreciate how someone might feel during this phase of life.
- 2. Know the pathway of support** in your organisation, which might be information leaflets, website information or identifying peer support staff or ‘Menopause Champions’.
- 3. Encourage a workplace culture** where menopause can be taken seriously by staff and managers. Model a culture of respect. Avoid constant joking.
- 4. Help people prepare their working environment.** This may mean looking at air-con settings or providing desk fans in a timely fashion. Consider if a temporary move might help or if a change in uniform is needed.
- 5. Encourage individuals** to consider solutions to problems and listen and address them if you can.
- 6. Remember, most symptoms will subside.** With a little support and often just minor adjustments, people experiencing menopause can remain effective at work.
- 7. If work is particularly demanding** and a colleague feels ‘unable to cope’, open the doors to discussion early on, involving HR if needed. Early intervention will be more productive and for most people will be minor.
- 8. Start conversations early.** It will benefit your people and organisation to be proactive, instead of reactive.
- 9. Confirm everyone has access** to regular breaks, drinking water, rest areas and adequate toilet facilities.
- 10. Ensure there is guidance and strategies** in place within the organisation, which recognise menopause as something to be openly discussed without prejudice.

Resources for managers

Henpicked: Menopause in the Workplace

Helpful information, top tips, line manager training and events, policy and communications expertise about menopause in the workplace.

Guidance on menopause and the workplace (Faculty of Occupational Medicine)

Offers practical guidance on supporting people at work for both people experiencing menopause and their employers.

Menopause Transition: Effects on Women's Economic Participation

A UK Government report.

TUC Guidance: Why is menopause a workplace issue?

An interactive guide.

The Health of the 51%: women

Annual report of the Chief Medical Officer (2014).

Guidance from the Chartered Institute of Personnel and Development Guidance (CIPD):

- [Let's talk menopause \(2019\)](#)
- [The menopause at work: guidance for people professionals \(2019\)](#)

About the author

Kathy Abernethy is Peppy's Director of Menopause Services. She is a founding member, current Trustee and immediate past Chair of the British Menopause Society (BMS).

Through her work, Kathy raises awareness of the impact of menopause and connects people to personalised, expert-led menopause support.



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