

# Women in Social Housing - Yorkshire and Humberside

## Toolkit for Menopause Action

A follow up resource from WISH's  
event: 'How to become a menopause  
diverse employer'



**The menopause is a natural part of life, and one of our event speakers Sharon Macarthur (Miss Menopause Health Educator) strongly believes that every individual deserves the right support and treatment for them as they experience it.**

We believe that too, but statistics show us that 1 in 4 women currently think of leaving employment due to the impact of the menopause on their health and their ability to work. It is more essential than ever that organisations are providing support and taking action that will make a positive difference for those experiencing the menopause now, and in the future.

This is especially important in a sector like ours – housing – where 70% of the workforce are women.

We have created this Toolkit so that leaders have a useful guide to find inspiration which will increase workplace and personal support for those going through the menopause, help tackle the taboo (and subsequent poor experiences) women face, and to help support those who work with or love people who are directly experiencing it, too.

**This resource is for everyone, all genders, and we hope it will be a helpful part of organisations' journeys in becoming menopause diverse employers.**

Thank you to the people and organisations who have shared their experiences and resources with us to help make change. If you have any suggestions or ideas we can add in, please do let us know by emailing [admin@wishgb.co.uk](mailto:admin@wishgb.co.uk).

### **In the following pages you'll find:**

- **Contact details for our event speakers - get in touch for more info**
- **Resources**
  - Guidance documents
  - Websites
  - Articles
  - Videos
  - Recipe
- **Top tips to create a menopause diverse culture**  
(shared from organisations)

# Speakers



**SHARON MACARTHUR**  
**"MISS MENOPAUSE" MENOPAUSE EDUCATOR**

Sharon has a policy guideline document she can provide for you via email  
Contact: [sharon@missmenopause.co.uk](mailto:sharon@missmenopause.co.uk)



**LISA WINWARD**  
**CHIEF CONSTABLE OF NORTH YORKSHIRE POLICE AND CHAIR OF THE NATIONAL MENOPAUSE ACTION GROUP**

Get in touch with Mary Bailey – NYCC Strategic Support Lead (on behalf of Chief Constable Lisa Winward) for more information about the work North Yorkshire Police are doing.  
Contact: [Mary.Bailey@northyorkshire.police.uk](mailto:Mary.Bailey@northyorkshire.police.uk)



**VANESSA PRITCHARD-WILKES**  
**HOUSING 21'S HEAD OF STRATEGIC ENGAGEMENT**

Get in touch for more information about Housing 21's work around the menopause  
Contact: [Vanessa.Pritchard-Wilkes@housing21.org.uk](mailto:Vanessa.Pritchard-Wilkes@housing21.org.uk)



**LIZ THOMPSON**  
**HEAD OF HR BUSINESS PARTNERING AT THIRTEEN GROUP**

Get in touch for more information about Thirteen Group's work around the menopause  
Contact: [Liz.Thompson@thirteengroup.co.uk](mailto:Liz.Thompson@thirteengroup.co.uk)



**JEANETTE JACKSON**  
**DIRECTOR - MANCHESTER STRESS INSTITUTE**

For more menopause nutrition recipes and information about booking workshops email Jeannette  
Contact: [info@manchesterstress.com](mailto:info@manchesterstress.com)

# Resources

## Guidance:

- [Guidance for line managers from Chartered Institute of Personnel and Development](#)
- [Managing menopause in the workplace – new guidance published | College of Policing](#)
- [Know your Menopause support pack](#)

## Websites:

- [NICE Guidelines](#)
- [Miss Menopause](#)
- [Menopause and Me](#)
- [Menopause Support](#)
- [Menopause Matters](#)
- [Henpicked](#)
- [Rock My Menopause](#)
- [Balance](#)

## Articles:

- [Menopause and its impact on relationships](#)
- [Surviving perimenopause](#)
- [Hormones and anxiety](#)
- [Menopause and mental health](#)
- [Prescribing HRT](#)
- [What to expect when you're expecting the menopause](#)



# Resources

## Video content:

### The Menopause

- This illustrative video was commissioned by North Yorkshire Police and shares more about menopausal stages, symptoms, treatments, and support that workplaces can offer.

### Deborah Garlick – The Menopause | My Story

- Deborah is the founder of Henpicked, a women's health and lifestyle website. In this video you can hear more about her experiences of the menopause.

### Understanding the Menopause

- This is the recording of the national WISH event which proceeded WISH's 'How to become a menopause diverse employer' event.

## Recipe:



## HOT FLUSH SOUP

REPLENISH ELECTROLYTES LOST DURING  
HOT FLUSHES AND NIGHT SWEATS



BROCCOLI



KOMBU



LENTILS/PULSES



KALE



SPINACH

# Top tips from organisations about how you can create a menopause diverse culture

- Listen to people's experiences, and share the resources in this pack with them
- Support managers with the skills and information needed to create an environment where people feel comfortable talking about menopause
- As line managers, be flexible and ensure that people are treated as they would with any other kind of health condition – this could include altering working hours, providing spaces for quiet, signposting to employee health services
- Support staff to become #Menovists (similar to mental health first aiders) so people can go to them for advice
- Develop a dedicated menopause space on your intranet with resources and information
- Start conversations which help de-stigmatise the menopause – this could be online or in person. You could start a conversation by sharing one of the videos in this guide with your teams.
- Host internal events to provide an opportunity for people to connect and share experiences. This could include a combination of speakers sharing personal stories, professionals who have expertise around managing health, information about how to support loved ones and colleagues etc.
- Acknowledge 'Menopause Awareness Month' in October. You could do this internally, and on your wider communications channels to share resources with customers too.
- Start regular spaces and communities (online or in person within your organisations) where people can come together to talk about the menopause
- Offer meaningful policies and guidance to your workforce

**For more information about upcoming  
WISH events head to [www.wishgb.co.uk](http://www.wishgb.co.uk)**

