

Menopause in the workplace

As part of this October's World Menopause Month, Arden & GEM is hosting a series of bitesize webinars to raise awareness of the menopause and support those who are currently affected. For more information, contact agcsu.wellbeing@nhs.net

Friday 16 October 2020			
Bitesize session ONE	Bitesize session TWO	Bitesize session THREE	Bitesize session FOUR
What is the menopause? Time: 09:30 - 10:15 Presented by: Carla Smith, Wellbeing Lead for Arden & GEM OD Consultancy and Dr Helen Garr, GP and Wellbeing Lead at Nottinghamshire LMC Join here	HRT: Facts not myths Time: 10:30 - 11:15 Presented by: Diane Porterfield Borne, Nurse Practitioner specialising in menopause and HRT at Bourne2Care Join here	Organisational support for leads and line managers Time: 11:30 - 12:15 Presented by: Louise Murray from NHS Employers and Jacqui McBurnie from NHS England and NHS Improvement Join here	Physical activity is menopause medicine Time: 12:30 - 13:15 Presented by: Sue Copeland and Julie Robinson, menopause fitness experts from MenoHealth Join here
Menopause café Time: 13:30 – 14:00	What it is, sharing experiences and support network Facilitated by: Jane Mitchell, Wellbeing Champion and Menopause Lead from the NIHR Join here		
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Motivated
Encouraged
New ideas
Opportunity
Powerful
Activated
Understanding
Self-esteem
Energised



Arden and
Greater East Midlands
Commissioning Support Unit

MENOPAUSE IN THE WORKPLACE BITESIZE WEBINARS

Friday 16 and Monday 19 October 2020

#MenopauseAwarenessMonth

#NHSMenopause

Organisational Development Consultancy



www.ardengemcsu.nhs.uk/OD

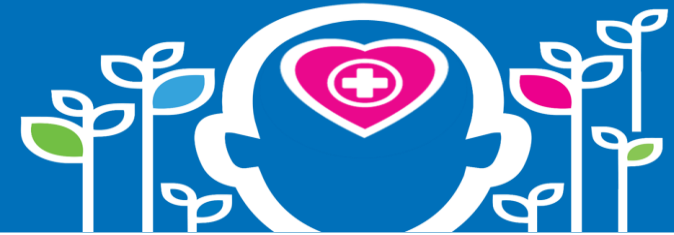


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Webinar ..



Rhian Bishop,
Susan Wragg
Sheffield Teaching Hospitals
NHS Foundation Trust



Jacqui McBurnie, CHAIR OF THE NHS
ENGLAND/IMPROVEMENT MENOPAUSE GROUP



Lisa Billiard
Northern Lincolnshire
and Goole
NHS Foundation Trust



Eulogie

Tammy Partridge-Smith
Black Country Healthcare
NHS Foundation Trust

Joanne Flavell
The Royal Wolverhampton
NHS Trust

Kim Boorman
East Sussex Healthcare
NHS Trust

Lisa Garnham
Isle of Wight
NHS Trust

Jane Mitchell
NIHR | National Institute
for Health Research

Kay Higgins
Mental Health First Aid Instructor
Black Country Healthcare NHS Foundation Trust

Sue Copeland
Barnsley Hospital
NHS Foundation Trust
Julie Robinson

Karen Uttley
Ashford and St. Peter's Hospitals
NHS Foundation Trust

East Sussex Healthcare
NHS Trust

Bourne2care Ltd
Dr David Mathew

Remploy
Putting ability first

HEN PICKED
Menopause in the Workplace



Carla Smith
Business Manager & Wellbeing Lead
OD Consultancy

agcsu.wellbeing@nhs.net



Menopause WELLBEING SUPPORT

SUPPORTING YOUR ORGANISATION AND EMPLOYEES

CAREER WELLBEING

- + NHS Employers
- + Remploy

EMOTIONAL WELLBEING

- + Mental Health Continuum

FINANCIAL WELLBEING

- + Behavioral Finance & Vulnerability
- + Money & Brain fog
- + Flexible Retirement planning options

PHYSICAL WELLBEING

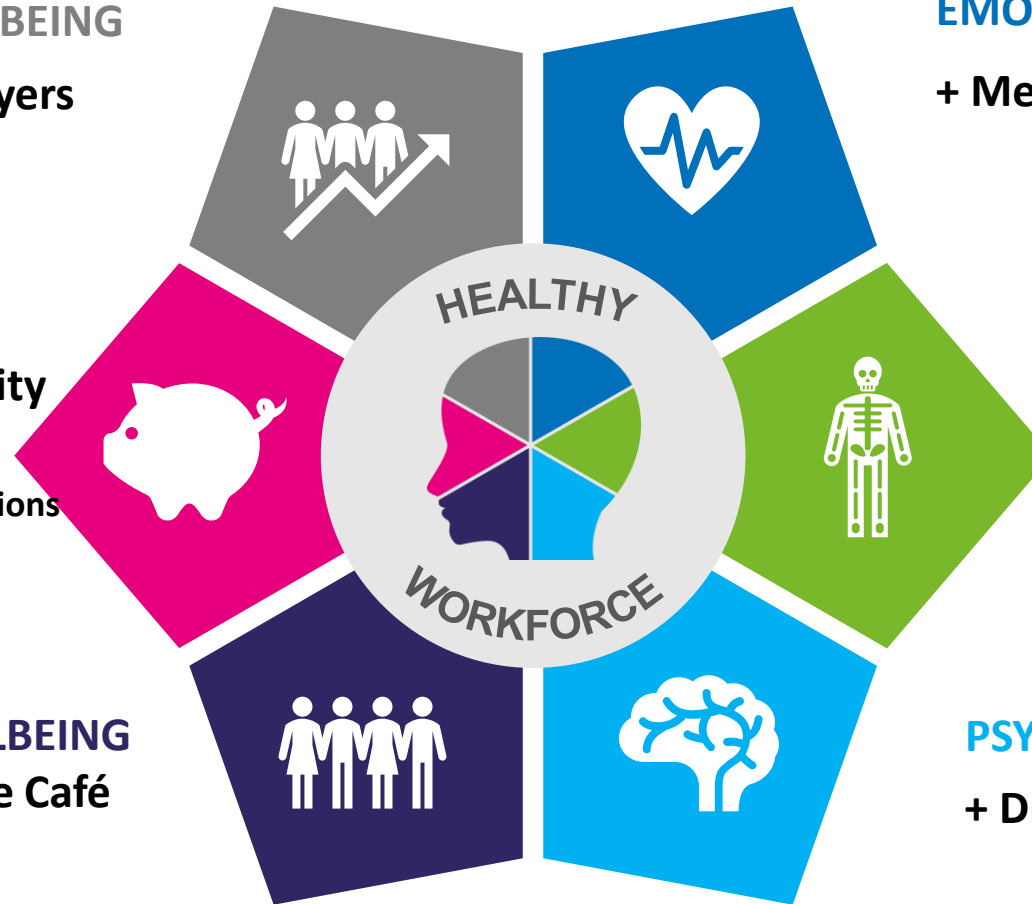
- + HRT
- + MenoHealth
- + Registered Nutritional Therapist

SOCIAL WELLBEING

- + Menopause Café
- + Male blog

PSYCHOLOGICAL WELLBEING

- + Dr Helen Garr



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Dr HELEN GARR

GP Cripps Nottingham University
NHS Practitioner Health Service
Clinical Lead
GPS Coach and mentor
Director British Society Lifestyle
Medicine
RCGP Wellbeing Board
Public Health England Clinical
Champion Physical Activity
LMC Wellbeing Lead
NEMS
@TheWellbeingGP



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Diane Porterfield Bourne is nurse practitioner who specialises in menopause care. She supports women going through menopause by providing private consultations, prescribing HRT and supporting women in the workplace. She's from Worcestershire and owns Bourne2care Ltd

HRT; Facts not Myths

[Diane Bourne2care](http://www.bourne2care.co.uk)

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Louise has worked at NHS Employers for six years and realised her true passion when she moved to the health and wellbeing programme, helping health and wellbeing leads in the NHS implement effective plans to support their staff to feel well, healthy and happy at work. Louise's areas of focus include menopause support for all employees in the NHS, the importance of line managers and their role in a successful health and wellbeing offer for staff. Louise loves engaging with health and wellbeing leads in the service and continuing to grow the NHS Employers health and wellbeing network



Jacqui McBurnie
Project Manager

(NHS England Transformation and Corporate Operations)

Today: Jacqui is assigned to NHS England strategic projects and programmes. Jacqui takes responsibility for strategic pieces of work in line with the NHS England strategic plan. This includes advice and guidance on project and programme managements, structure of key projects and partnership working across NHS England and delivery partners to achieve delivery of the project objectives.

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Julie is the founder of MenoHealth. Julie has spent her career helping women to stay active and healthy, formerly as a PE teacher, then running a women's dance and fitness club, through to establishing Move it or Lose it, an award-winning training company helping older people to enjoy active, happier lives. She has authored a book, 'Stay Fit for Life', writes as a fitness expert for three women's magazines and regularly contributes to radio and TV. In 2019, Julie won the Women and Home magazine 'Inspirational Women' award for her voluntary work having raised over £1million for the Breast Cancer Now charity.



Sue Copeland
Health & Wellbeing
Co-ordinator

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A Menopause café session is for networking and learning about best/good practice or simply having a chat!

Menopause Café – facilitated by Jane Mitchell

Jane is the Assistant Project Manager for the Executive Team at the CRN West Midlands. CRN West Midlands are part of the NIHR which is the research arm of the NHS.

Wellbeing Champion and a Menopause lead role means Jane have an interest in promoting all relevant information, guidance and advice about the menopause and how it affects our staff.

As a menopausal woman herself (!) she has written a couple of Blogs for staff about her own experience, after attending a World Menopause Day event in 2019 and how the menopause can affect men. She helped write a Guide to the Menopause for the Network and is interested in accessing as much information and materials to share with NHS

staff, the wider Network, and friends and family members who are experiencing (often) debilitating menopause symptoms

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Beth Kimberley – Partnership Manager for **Remploy** and will present “The Access to Work Mental Health Support Service”.

This service is of no cost to the organisation or its employees and complements any Occupational Health scheme or Employee Assistance Programme an organisation already has in place. The service is delivered by a team of Vocational Rehabilitation Consultants (VRCs) who are fully trained professionals with expertise in mental health and its impact in the workplace.

This tailored support includes:

- ☐ Workplace focused support for 9 months
- ☐ Job role and condition coping strategies
- ☐ Recommendations for reasonable workplace adjustments

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MENOPAUSE IN THE WORKPLACE

A Male Blog

Join Dr. David Mathew for a facilitated conversation and a real-life blog offered by a male colleague. David is a coach, a mentor, a researcher and a Mental Health First Aider. He has been a published researcher and writer since 1997 and has published three academic books on the subject of learning, care and professional development, all using psychoanalytic frameworks.

“I never even considered that I would be in a relationship with someone who has to live with this condition, or the effects it would have on us as a couple, or on me personally”



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- Understanding Our relationship with money
- Behavioral Finance & Vulnerability
- How can life events change this relationship?
- How to minimize the risk of making poor financial decisions
- Money & Brain fog
- Flexible Retirement planning options.



Neil has been in the financial services industry since 1997. Within this time Neil has achieved the coveted status of Chartered Financial Planner with both The Chartered Insurance Institute and The London Institute of Banking & Finance. He is currently a regulated practising Chartered Financial Planner. He believes strongly that long term relationships and customer care are key to successful planning.

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Tammy: With a background in health and wellbeing never has the emphasis been more focussed upon mental wellbeing than the current times faced. She have experience in guiding learners through the process of creating a safe and happier culture providing a safe platform to grow confidence and guidance to hold sensitive and meaningful conversations around a range of common mental health topics.



Kay's passion has always been in the field of mental health, teaching and supporting adults and young people from diverse backgrounds who are or have been experiencing mental health related issues some with learning differences

My aim is to raise awareness around all areas of Mental Health and help people to gain a better understanding of how stigma and discrimination can affect a person's mental well-being and prevent them from seeking the appropriate help to assist their recovery.

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Menopause Cafe

Realising that the menopause can cause many issues for women, often for many years, the Staff Wellbeing team at ESHT has strongly focused on the menopause, providing workshops, roadshows, cafes and other events. It is an area that I feel passionately about, especially as I have had symptoms for a few years and recognise the effect it can have on women and others around them.



- Menopause cafes at East Sussex Healthcare NHS Trust both physical and virtual. How these have been organised pre and during Covid-19.
- Menopause Roadshows
- Midlife Matters – Menopause Demystified and Supporting Women through the menopause workshops facilitated by Katie Day - RDP International
- Menopause guidelines
- Menopause support in general

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Dr Shahzadi Harper, Harper Clinic, is an innovative doctor interested in optimising women's wellbeing and health and empowering them to look and feel their best..



Jackie Lynch, a Registered Nutritional Therapist and founder of the WellWellWell nutrition clinic where she specialises in women's health and the menopause.



Deborah Garlick is the Founder of **Henpicked**, an online community for women who weren't born yesterday, Director of Henpicked: Menopause in the Workplace and author of Menopause: The Change for the Better



Julie Robinson is the Director of MenoHealth and is a fitness specialist in Menopause Exercise classes.



Motivators, Encourage, New ideas, Oppportunity, Powerful, Activated, Understanding, Self Esteem, Energised



Rhian Bishop,
Susan Wragg
Sheffield Teaching Hospitals
NHS Foundation Trust



Jacqui McBurnie, CHAIR OF THE NHS
ENGLAND/IMPROVEMENT MENOPAUSE GROUP



Lisa Billiard **NHS**
Northern Lincolnshire
and Goole
NHS Foundation Trust



Eulogie

Tammy Partridge-Smith
NHS
Black Country Healthcare
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Joanne Flavell **NHS**
The Royal Wolverhampton
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NHS Kim Boorman
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Lisa Garnham **NHS**
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Jane Mitchell
NIHR National Institute
for Health Research

Kay Higgins
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NHS Sue Copeland
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Julie Robinson

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Ashford and St. Peter's Hospitals
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Putting ability first

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Carla Smith
Business Manager & Wellbeing Lead
OD Consultancy

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Thank you!

Let's carry on the conversation



Carla Smith
Business Manager & Wellbeing Lead
OD Consultancy. Arden & GEM CSU

agcsu.wellbeing@nhs.net

