



Menopause Resources

The Equality Act 2010 provides protection against discrimination for individuals experiencing menopause, primarily under the age, sex and disability characteristics. Although menopause is not explicitly mentioned in the Act, women experiencing menopause symptoms may be entitled to protection from unfair treatment, harassment, or discrimination in the workplace. If menopause-related symptoms significantly impair daily activities or work performance, individuals may also be entitled to reasonable adjustments under disability.

The University's [Menopause in the Workplace](#) webpages provide guidance for individuals and line managers, case studies and a wide range of useful resources and should be your first point of reference for further information. As a department, we've also gathered some additional materials that explore different aspects and perspectives on menopause to offer further insight. These resources are intended to complement, rather than replace, the University's guidance.

Support and Awareness



Supporting someone through the menopause: Menopause brings physical and emotional changes, making it a challenging time for many women. Understanding how to offer support is crucial, as a lack of assistance can lead employees to leave the workforce.

Information for Partners: Menopause brings hormonal changes that affect a woman's body, health, energy, and mood, often accompanied by mixed emotions about the end of fertility. Understanding these changes helps offer better support during this time.

Discussing Menopause at Work (ACAS): Advises how to handle menopause at work; creating a supportive and inclusive environment; legal rights and considerations

Menopause at Work: Guidance for People Managers (CPID): Guidance for managers on how to support employees through the menopause.

Podcasts



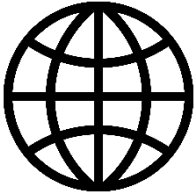
Menopause Matters – Let's Talk: A podcast about menopause and related topics, offering valuable information and resources to help you make informed decisions.

Menopause at Work (Dr Heather Currie MBE): An Associate Specialist Gynaecologist, specialising in menopause, discusses menopause in the workplace; key insights for managers; and how employees can approach their managers about the issue.

Menopause Support for Individuals: A series of videos each discussing different aspects of the menopause.

Black Menopause and Beyond (Anita Powell): Aimed to look at menopause from the perspective of women of colour.

Websites



Henpicked Menopause Hub: Expert insights, valuable resources, practical tips, and women's stories, including videos and podcasts.

Black Women in Menopause: Explores menopause in an inclusive way by raising awareness of black peoples' menopausal experiences and providing accurate information about how the menopause affects them.

Menopause Matters: Provides up-to-date, accurate information about the menopause, menopausal symptoms and treatment options.

Organisations



The Menopause Charity - Menopause Facts, Advice and Support: Seeks to increase understanding of perimenopause and menopause by empowering those affected and providing others with the knowledge to offer effective support.

Menopause – NHS: Offers information on symptoms, coping strategies, treatment options, and accessing support.

The Daisy Network: Charity for Women with Premature Ovarian Insufficiency (POI): Provides information, support, and community for women diagnosed with POI.

Women's Health Concerns: provides a confidential, independent service to advise, inform and reassure women about their gynaecological, sexual and post reproductive health.

Menopause and later life: provide information about symptoms, treatments and support available.

Books



Your Guide to Menopause: (FPA, 2020): This booklet has information about common symptoms of menopause, available treatment, and ideas for getting help and support

Menopause: The One Stop Guide: A practice guide to understanding and dealing with the menopause (Kathy Abernethy) Designed to help determine what will work best for you, by offering detailed knowledge about the physiological and psychological effects of the menopause and its treatments.

Black and Menopausal: Intimate Stories of Navigating the Change (Yansie Rolston; Yvonne Christie): An empowering and personal collection of stories bringing together a wide range of experiences of the menopause journey.

Menopause: All you need to know in one concise manual (Dr Louise Newson): Takes a straightforward look at menopause. What is it? When does it occur? What can be expected? How can it be managed?

Menopause: A Biocultural Perspective (Lynnette Leidy Sievert): Explores how biology, culture, and technology shape women's diverse experiences of menopause worldwide.