

Menopause - supporting each other's journey

April-June 2024 Volume 12



Welcome to the latest Menopause Newsletter.

Commissioned by the Health and Wellbeing Team, we'll be sharing information sources, advice routes, and personal stories to support our wonderful colleagues experiencing menopause and peri-menopause. In this bumper issue:

- Smoking and menopause
- Reducing stress
- Menopause and work
- New in!
- Podcasts
- Ways to boost wellbeing
- LGBTQIA+ menopause
- Manager's corner
- Andropause
- Getting active
- NHSE Menopause Evaluation

Ditch the ciggies!

Research shows that smoking not only increases the chance of premature menopause, but also makes those horrid hot flushes worse. Find out more, and tips on how to quit.

Balance (2023) Menopause and smoking what you need to know.

www.balance-menopause.com/menopause-library/menopause-and-smoking-what-you-need-to-know/

BBC (2015) Smoking linked to earlier menopause. www.bbc.co.uk/news/health-35102117

Stop smoking advice and support is available for all trust staff. Find out more from the Health and Wellbeing Resources Pack at:

<https://r1.dotdigital-pages.com/p/2VZG-9X7/welcome-to-your-winter-health-and-wellbeing-resource-pack>

South Warwickshire staff can find out more at:

Quit4Good Warwickshire 0333 005 0092

<https://quit4good.warwickshire.gov.uk/>

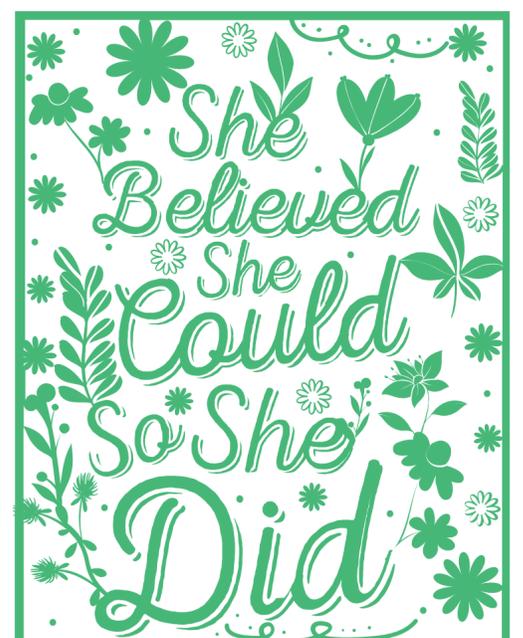
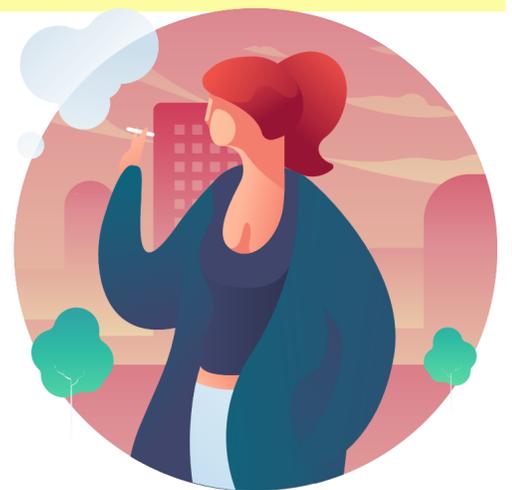
George Eliot staff can find out more at:

<https://extranet.geh.nhs.uk/staff-information/health-and-wellbeing/smoking-advice-staff> (GEH colleagues only)

Further advice and support:

NHS (2024) Better Health: Quit smoking.

<https://www.nhs.uk/better-health/quit-smoking/>



Manager's Corner



Do you know how to record menopause as a reason for sickness on **ESR**? Choose the primary reasons for the sickness absence, then under the **Related Reason** field, record **Menopause**. Find out more with this handy guide from ESR- https://my.esr.nhs.uk/dashboard/web/esrweb/browse-content/-/document_library/7FXjBv5vbrZX/view_file/1079292912

The Equality and Human Rights Commission recently released **Menopause in the workplace: Guidance for employers** www.equalityhumanrights.com/guidance/menopause-workplace-guidance-employers to help employers understand their legal obligations to support workers with menopause symptoms. There's a BBC article on the guidance too- **Firms must help menopausal workers, or face being sued** www.bbc.co.uk/news/health-68366519

Read the latest information and practical guidance from NHS Employers **Menopause and the workplace** <https://www.nhsemployers.org/articles/menopause-and-workplace>

Trust resources for managers



A reminder of resources available to help managers supporting colleagues. A **Menopause Checklist** has been created to support line managers in having health and wellbeing conversations that focus on or around the menopause with members of staff. The resource provides some guidance of areas to consider when discussing possible reasonable adjustments https://i.emlfiles4.com/cmpdoc/4/6/7/4/3/1/files/119683_115916_line-manager-guide-menopause-checklist-5.docx

Menopause awareness e-learning (30 minutes)

Suitable for those transitioning through the menopause, or if you are looking for information to help you support an employee who is experiencing symptoms of the menopause. Available on ESR by searching 000 Menopause.

Menopause at work

RCN Position Statement: Menopause and you at work.

The Royal College of Nursing have released a position statement about Menopause and You at Work.

The RCN believes that everyone has a right to access support at work, around the menopause, to enable them to continue in employment and ensure they maintain a healthy life, within any healthcare setting.

www.rcn.org.uk/Professional-Development/publications/rcn-menopause-position-statement-uk-pub-011-282



Feedback



NHS England Menopause Evaluation

The Strategy Unit at NHS England are to undertake an evaluation of the implementation of the National Menopause Programme, with a focus on the Midlands. Part of this evaluation includes assessing the menopause interventions launched (guidance and e-learning modules) to support our workforce. The evaluation also aims to understand whether the products have encouraged NHS employees to seek menopause-related support from primary care. The Strategy Unit have drafted a short survey to support the evaluation. The survey can be accessed via this link: <https://forms.office.com/e/ffbxAzhqev> The survey should take no longer than five minutes to complete. If you have interacted with any Menopause support information please take the opportunity to feedback.



LGBTQIA+ menopause



Whether you're a LGBTQIA+ colleague experiencing the perimenopause/menopause or want to understand how to support a colleague the **queermenopause** website is a good place to find resources, news and articles. <https://www.queermenopause.com/>



Podcast heaven



Fancy something to listen to? How about trying a podcast, video or documentary?

The Whale Menopause. Broadcast in 2016 this documentary examines one of the only other species to go through the menopause- the killer whale, and asks why the menopause evolved in both orca and humans. www.bbc.co.uk/sounds/play/b07mxv62

Professor Dame Lesley Regan, renowned obstetrician and gynaecologist shares the soundtrack of her life on **Desert Island Discs** from 2023. She is the first Women's Health Ambassador for England and has shone a light on women's health issues from contraception to the menopause. www.bbc.co.uk/sounds/play/m001ry3m

From Loughborough University's Experts in Health podcast comes **The menopause and the controversial 'male menopause'** discussing menopause and andropause symptoms, treatment and environmental issues. www.newswise.com/articles/podcast-experts-in-health-the-menopause-and-the-controversial-male-menopause

What's new?

NEW

Me and my menopause: a view from women around the world
www.theguardian.com/global-development/2024/feb/07/menopause-reproductive-health-stigma-medical-treatment-information-mood-anxiety-support

The Guardian collects all of its **menopause related news articles** together at:
www.theguardian.com/society/menopause



The Lancet have published **Menopause 2024** a series of articles about the menopause, looking at how it is viewed and how people experiencing the menopause are viewed and treated. www.thelancet.com/series/menopause-2024

- An empowerment model for managing menopause (Hickey, M. *et al.*)
- Optimising health after early menopause (Mishra, G. *et al.*)
- Promoting good mental health over the menopause transition (Brown, L. *et al.*)
- Managing menopause after cancer (Hickey, M. *et al.*)

King's College London have written a summary of the series at
www.kcl.ac.uk/news/overmedicalisation-of-menopause



Reliable information about the male menopause/Andropause/ADAM

NHS (2022) The 'male menopause'. <https://www.nhs.uk/conditions/male-menopause/>
British Association of Urological Surgeons (BAUS) (2024) Male menopause (androgen deficiency in the ageing male).

<https://www.baus.org.uk/patients/conditions/7/male-menopause-androgen-deficiency-in-the-ageing-male>

Looking after our wellbeing

Coping with the menopause can be a stressful time and is often combined with additional work and family pressures. This article by the Menopause Charity explains the impact of stress on general health as well as on menopause symptoms. The article mentions lifestyle changes which can help relieve stress and a link to breathing exercises.



<https://www.themenopausecharity.org/2023/04/04/menopause-and-stress/>

With April being **Stress Awareness Month** and **Mental Health Awareness Week** following on in May (13-19 May 2024) there's fortunately no shortage of trustworthy advice on ways to manage stress and look after your mental wellbeing. The Mental Health Foundation have a comprehensive guide **How to manage and reduce stress**. The guide covers spotting the signs of stress, lifestyle changes to help protect yourself from stress, sources of further support and a fabulous list of **101 stress busting ideas**. Download the guide

<https://www.mentalhealth.org.uk/explore-mental-health/publications/how-manage-and-reduce-stress#paragraph-18621>



The charity **Mental Health UK** have information about lifestyle factors which can contribute to stress and affect mental health and wellbeing: <https://mentalhealth-uk.org/help-and-information/health-and-wellbeing/> The article includes video clip tips on managing your work-life balance and the benefits of taking that lunch break! There's more advice on managing workplace stress on the charity's **Stress and how to cope with it** webpage <https://mentalhealth-uk.org/help-and-information/stress/>

The Stress Management Society suggest making small changes to relieve stress such as connecting with others and mindfulness. Free **Stress Awareness Month Resources** are available to download: <https://www.stress.org.uk/freeresourcesstressawareness/>

THE
READING
AGENCY

NHS
Health Education England

Uplifting resources for the NHS from the NHS

Great to get
a breather.

library.nhs.uk/nhs-staff-and-learners/

To find more ways to relax why not check out the the **Uplifting Resources** provided by the NHS and chosen by NHS colleagues

<https://library.nhs.uk/employers-leaders/uplifting-resources/> The collection includes poetry, apps, links to relaxation music and yoga videos - so something for everyone.

Move your way through the menopause

This year's theme for Mental Health Week is

Movement: Moving more for our mental health. Exercise is one of the lifestyle changes recommended by the NHS to help cope with low mood and physical symptoms during the perimenopause and menopause and to maintain healthy bone and muscle beyond the menopause.

<https://www.nhs.uk/conditions/menopause/things-you-can-do/>



The Women's Health Concern have a factsheet **Exercise in menopause** on their **Menopause Wellness Hub** page <https://www.womens-health-concern.org/help-and-advice/menopause-wellness-hub/>

<https://www.womens-health-concern.org/wp-content/uploads/2023/06/29-WHC-FACTSHEET-Exercise-in-menopause-JUNE2023-A.pdf>

and the Menopause Charity talk about the benefits of exercise in **Living well through your perimenopause and menopause.**

<https://www.themenopausecharity.org/2022/04/19/living-well-through-your-perimenopause-and-menopause/>

LET'S GO!

Exercise doesn't have to mean the gym. If you are able walking is free and easier to incorporate into our daily lives now the days are longer. LIVING STREETS (The Pedestrian's Association) have 20 ideas to help you mix up your walking routine and squeeze 20 minutes of walking into your day <https://www.livingstreets.org.uk/get-involved/national-walking-month/try20-tips/>

including mindful walking. The **Mental Health Foundation** discuss the evidence behind connecting with nature on wellbeing and how small things like tuning into birdsong or the patterns of clouds have a calming effect.



<https://www.mentalhealth.org.uk/our-work/research/our-top-tips-connecting-nature-improve-your-mental-health>

If walking isn't your thing and you prefer organised activities then at **Think Active** you can find a list of activities in Warwickshire and tips on becoming more active. <https://thinkactive.org/tips-to-get-active/> There's also advice on physical activity, nutrition and hydration during and beyond the menopause in **Midlife & Menopause: A Time to Reset the Dial.**

<https://thinkactive.org/get-active/midlife-menopause-a-time-to-reset-the-dial/>



For more relaxed exercise options why not give the videos on the **South Warwickshire University NHS Trust YouTube channel** a try? The videos include pilates, yoga mat work, stretch and relax, meditation, and lower back support plus exercises to help those in clinical and more desk-based roles. Produced by SWFT Physiotherapist Jo Dowsing these short videos are ideal to fit into your day or to try as a taster. <https://www.youtube.com/playlist?list=PL-Uo97BO8llyQSvWXKVuCVoqoN1VzYsO3>





Books available to borrow or reserve from your Trust library

Click on the title to view the online library catalogue or visit

www.healthlibrariesmidlands.nhs.uk/

Amati, F. (2023) *Recipes for a better menopause : a life-changing, positive approach to nutrition for pre, peri and post menopause.* London: Octopus.

Arif, N. (2023) *The knowledge: your guide to female health from menstruation to the menopause.* London: Octopus.

Coveney, P. (2021) *Menopause yoga : a holistic guide to supporting women on their menopause journey.* London: Singing Dragon.

Fletcher, S. (2021) *Mindful menopause: how to have a calm and positive menopause.* London: Vermilion

Henderson, A. (ed.) (2021) *Natural menopause: herbal remedies, aromatherapy, CBT, nutrition, exercise, HRT.* London: Dorling Kindersley



Free Recovery and Wellbeing Academy Courses

The **Recovery and Wellbeing Academy** www.recoveryandwellbeing.co.uk/ is an initiative from Coventry and Warwickshire Partnership NHS Trust and Coventry and Warwickshire Mind. They offer a wide range of workshops, and bite-size videos designed to empower your mental health and wellbeing, delivered mostly online via Zoom with some face-to-face sessions. Available videos include *Introduction to Mindfulness*, *Breathing exercise for inner calm* and *Tips for relaxation*.

The Menopause and Mental Health is a 2 hour session is run by South Warwickshire and Worcestershire Mind and is aimed at anyone experiencing hormonal changes that may be affecting their mental health, or who may want to know more about the subject to support others. Go to www.recoveryandwellbeing.co.uk/Courses and scroll down to T (it's listed under The!) to book on.

Support for you

Visit your Trust extranet or intranet to find information about the menopause support available:

SWFT and GEH colleagues:

<https://r1.dotdigital-pages.com/p/2VZG-F3W/i-would-like-menopause-information-and-support>

You can also contact the Staff Health and Wellbeing Team directly.

Email: hwb@swft.nhs.uk

X/Twitter: @GEH_SWFT_HWB



This newsletter has been produced for the Health and Wellbeing Team by the Clinical Librarians from GEH and SWFT Libraries. Many thanks to colleagues who have shared links to useful resources. For more information about accessing quality information resources please get in touch- Lisa.Mason@geh.nhs.uk or Rayanne.Byatt@swft.nhs.uk