

# Menopause Newsletter

## Supporting each other's journey

HELL-SUN  
Summer



### Welcome to the latest Menopause Newsletter

Commissioned by the Health and Wellbeing Team, this newsletter has been produced by the Clinical Librarians from GEH and SWFT Knowledge and Library Service to support colleagues experiencing the menopause or peri-menopause. In this issue:

- Summer
- Brain fog
- World Suicide Prevention Day
- National Fitness Day
- Manager's Corner
- Menopause articles, news, podcasts and books
- Andropause information
- LGBTQIA+ menopause
- Wellbeing resources
- Research opportunity
- Where to find support

## Summer symptoms

**How to sleep in hot weather when you're menopausal** explains why it's difficult to get your full 8 hours when you're experiencing the menopause or perimenopause, and suggests ideas to help.

[www.balance-menopause.com/menopause-library/how-to-sleep-in-hot-weather-when-youre-menopausal/](https://www.balance-menopause.com/menopause-library/how-to-sleep-in-hot-weather-when-youre-menopausal/)

**How to deal with the menopause when it's hot outside** is an 8 minute read full of suggestions on how to survive the summer and the menopause at the same time.

<https://time.com/6990548/hot-flashes-menopause-hot-outside/>

**Struggling with menopause symptoms in the heat? An expert shares tips.** Advice from the Independent newspaper on how to cope with warmer weather. [www.independent.co.uk/life-style/health-and-families/menopause-davina-mccall-public-transport-hrt-b2357291.html](https://www.independent.co.uk/life-style/health-and-families/menopause-davina-mccall-public-transport-hrt-b2357291.html)

Dr Louise Newson's video on **Managing menopause during the summer months: symptoms and travel tips** is brand new for July 2024. [www.youtube.com/watch?v=IkCIMNVU060](https://www.youtube.com/watch?v=IkCIMNVU060)



## 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](https://my.esr.nhs.uk/dashboard/web/esrweb/browse-content/-/document_library/7FXjBv5vbrZX/view_file/1079292912)

The Chartered Institute of Personnel and Development (CIPD) **Menopause at work: Guide for people managers** <https://www.cipd.org/uk/knowledge/guides/menopause-people-manager-guidance/> has practical advice for managers on how to support employees with menopause symptoms. There's information on sensitive conversations, workplace adjustments and managing performance.

Learn how offering information and support to staff going through menopause and all of its stages can benefit your organisation, teams, patients and service users from NHS England Midlands **Menopause Support Actions**

<https://www.waystostay.co.uk/menopause-support-actions/#resources> which is part of **Ways to Stay: High Impact Actions for Retention** <https://www.waystostay.co.uk/> .

## 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](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 or by searching for Menopause in My Learning.

## CIPD report

### **Menopause in the workplace: Employee experiences in 2023**

This report explores UK employees' experiences of menopause at work and examines the type of adjustment and support that can be most helpful. It is based on a survey of over 2000 women aged 40 to 60.

<https://www.cipd.org/uk/knowledge/reports/menopause-workplace-experiences/>



# Get your headphones on!



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

The **Let's #ChatMenopause** campaign from Wellbeing of Women features videos of inspiring women sharing their menopause experiences, including women from the Armed Forces and Tesco. <https://letschatmenopause.wellbeingofwomen.org.uk/>

**Menopause Whilst Black** podcast from Karen Arthur. Placing the menopausal experience of Black UK based women front and centre by sharing their stories.

<https://podcasts.apple.com/gb/podcast/menopause-whilst-black/id1537012198>

**Older and Wider** podcast from Jenni Eclair and Judith Holder, the writers of Grumpy Old Women. Listen for insight, gossip and news from the menopause and beyond.

<https://podcasts.apple.com/gb/podcast/older-and-wider-podcast/id1446310659>

**Effin' Hormones** podcast is four friends discussing the perimenopause.

Everyone is welcome to join the gang. <https://effinhormones.com/episodes/>



## What's new?

This recent Guardian article discusses how raising awareness, having a positive attitude and lifestyle changes can help prepare women for the perimenopause and menopause [www.theguardian.com/society/article/2024/jul/21/women-dealing-with-menopause-preparation-planning-australia](http://www.theguardian.com/society/article/2024/jul/21/women-dealing-with-menopause-preparation-planning-australia)

You can find other **menopause related news articles** from The Guardian at: [www.theguardian.com/society/menopause](http://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](http://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](http://www.kcl.ac.uk/news/overmedicalisation-of-menopause)

Have you been following the press coverage around **testosterone** being prescribed for women? Take a look at the British Menopause Society's recent **Statement on Testosterone** which warns of the dangers of misinformation. <https://www.womens-health-concern.org/2024/07/bms-statement-on-testosterone-2/>

NEW

## Brain fog... it's real!

- ✓ Are you increasingly forgetful?
- ✓ Finding it hard to retain information?
- ✓ Struggling to concentrate?



That feeling of cotton wool in the brain is brain fog, and it's a very real issue for many people during the menopause or perimenopause.

**The Menopause Charity** explains what brain fog is and suggests some ways of combating its effects. [www.themenopausecharity.org/2021/10/21/brain-fog/](http://www.themenopausecharity.org/2021/10/21/brain-fog/)

**Brain fog and memory difficulties in menopause** by the International Menopause Society outlines brain fog and suggests and evidence based **12 ways to protect your brain**. [www.imsociety.org/wp-content/uploads/2022/09/ENGLISH-WMD-Leaflet.pdf](http://www.imsociety.org/wp-content/uploads/2022/09/ENGLISH-WMD-Leaflet.pdf)

The IMS also produced a white paper on **Brain fog in menopause: a health-care professional's guide for decision-making and counseling on cognition** in 2022. [www.imsociety.org/wp-content/uploads/2022/10/IMS-White-Paper-2022-Brain-fog-in-menopause.pdf](http://www.imsociety.org/wp-content/uploads/2022/10/IMS-White-Paper-2022-Brain-fog-in-menopause.pdf)

Did you know that there's an association between loss of verbal memory skills and the severity of hot flushes? **Menopause brain: the inability to think clearly is not 'all in your mind'** by Kerry Phelp was published in the Guardian in 2021 and explains how brain fog may well be related to hormone levels.

[www.theguardian.com/society/2021/oct/10/menopause-brain-the-inability-to-think-clearly-is-not-all-in-your-mind](http://www.theguardian.com/society/2021/oct/10/menopause-brain-the-inability-to-think-clearly-is-not-all-in-your-mind)

Can you relate to these **13 Things that happen when you have brain fog** from Healthline? [www.healthline.com/health/13-things-only-someone-with-brain-fog-would-understand](http://www.healthline.com/health/13-things-only-someone-with-brain-fog-would-understand)

**The menopause brain: why it might be feeling strange and what you can do about it** from the Dr Louise Newson **podcast** with neuroscientist Dr Lisa Mosconi this explains the science behind the menopause brain.

[www.balance-menopause.com/menopause-library/the-menopause-brain-why-it-might-be-feeling-strange-and-what-you-can-do-about-it/](http://www.balance-menopause.com/menopause-library/the-menopause-brain-why-it-might-be-feeling-strange-and-what-you-can-do-about-it/)

Neurology professor Lisa Mosconi: **'Menopause is a renovation project on the brain'**. Find out what the upsides to menopause are, and what superpowers menopause grants.

[www.theguardian.com/society/2024/mar/23/neurology-professor-lisa-mosconi-menopause-brain-book-interview-hrt](http://www.theguardian.com/society/2024/mar/23/neurology-professor-lisa-mosconi-menopause-brain-book-interview-hrt)





## 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>

### Who should be in the menopause conversation?

Amanda Thebe's 2024 entertaining talk discusses whether or not men should be allowed to join in the menopause conversation. What's your view? **Should men talk about menopause?** TEDx Talk.

[https://www.youtube.com/watch?v=iriCb\\_eQr7U](https://www.youtube.com/watch?v=iriCb_eQr7U)



### 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/>

And don't forget the **LGBT+ Staff Network** meet via MS Teams every third Friday of the month. Contact [Temitope.George@swft.nhs.uk](mailto:Temitope.George@swft.nhs.uk) for more information.

## GO LOCAL

**Action Menopause Warwickshire** is a group for perimenopausal or menopausal people who want to connect with other women in a social setting and get advice from healthcare providers. Find out about their next meeting at

<https://actionmenopausewarwickshire.org.uk/>



# National Fitness Day 18th September 2024

## 'Your Health is for Life'



**National Fitness Day (NFD)** is an annual campaign run by ukactive, a not-for-profit industry association who promote the interests of commercial fitness gyms and community leisure centres: <https://www.nationalfitnessday.com/about/NFD> aims to raise awareness of the importance of exercise and to encourage people to return to regular exercise or try something new. Use the postcode search to find gyms, leisure centres and events like taster sessions in your local area <https://www.nationalfitnessday.com/finder/> More events will be added as we get closer to the **18th September**.

So **why do we feel usually better after exercise?** The latest evidence on the relationship between exercise and mental health is explored in BBC Radio 4's **All in the Mind** series: **Why is exercise good for your mental health?** <https://www.bbc.co.uk/sounds/play/m001zdrl> (28 mins, available on BBC Sounds).



Also on BBC Sounds you can find **Let's Move It** - a collection of recent episodes and play lists from this summer's Radio 2 campaign to inspire us all to simply incorporate more movement into our daily lives <https://www.bbc.co.uk/programmes/p0j66t4h> You can embrace your inner Olympian with Sir Tom Daley's **Motivational Mixes**, find links to programmes like Couch to 5K or your local Park Run and **NHS** advice on exercising safely at **Better Health** <https://www.nhs.uk/better-health/get-active/>



Women in Sport's tag line is Inform-Innovate-Inspire and their report on **Menopause, Me and Physical Activity** certainly does that. Outlining their research into barriers to being active for women in later life, it includes sections on how menopause symptoms affect sport participation, confidence, stigma and motivation.

<https://womeninsport.org/wp-content/uploads/2018/05/Menopause-report-PDF-final-1-2.pdf>



# Menopause and mental wellness

Menopause and perimenopause can cause symptoms like anxiety and mood changes which combined with disturbed sleep can have a big impact on your life, relationships and work. Women's Health Concern have an excellent factsheet: [Emotional wellness in menopause](#)

<https://www.womens-health-concern.org/help-and-advice/factsheets/>



Learn more about the psychological symptoms of the perimenopause/menopause and recommended treatments from The Menopause Charity [Menopause and mental health](#)

<https://www.themenopausecharity.org/2023/05/12/menopause-and-mental-health/>

Scroll down to the bottom of this webpage to find the stories of 3 women who have shared their experiences and what has helped them.

Whilst evidence on a direct link between the menopause and female suicide is limited, female suicide rates in England are high during middle age. A Samaritans factsheet [Suicides in England](#)

<https://www.samaritans.org/about-samaritans/research-policy/suicide-facts-and-figures/latest-suicide-data/> provides a summary of suicides in England for all persons and by age group, 2020–2022.

A recent follow-up study of approximately 3000 mothers of adolescents in Japan found women experiencing menopausal transition presented an increased risk of suicidal ideation

Nakanishi et al. (2023) [https://linkinghub.elsevier.com/retrieve/pii/S0165-0327\(23\)01034-0](https://linkinghub.elsevier.com/retrieve/pii/S0165-0327(23)01034-0)



**World Suicide Prevention Day** is a chance for organisations and communities around the world to raise awareness of how we can create a world where fewer people die by suicide.

This **World Suicide Prevention Day**, Samaritans is encouraging people not to be afraid to talk about suicidal thoughts and feelings if they are worried about someone, as well as highlighting the importance of the language we use when we talk about suicide. Evidence shows that asking someone if they're suicidal doesn't make things worse, it can protect people, as it provides a crucial opportunity to open up, express their feelings and seek help.

Samaritans stress you don't have to be an expert, just being there to listen and showing you care can help someone work through what's going on. Let them know they're not a burden and there's always someone they can turn to – whether it's a family member or friend, or a 24/7 helpline like Samaritans. You can read [advice on how to start a conversation with someone you're worried about](#), as well as how to use the right language when talking about suicide, on the Samaritans website <https://www.samaritans.org/support-us/campaign/world-suicide-prevention-day/>

**Remember, you're not alone.** If you're struggling, you can contact Samaritans any time of the day or night by phoning **116 123** or emailing [jo@samaritans.org](mailto:jo@samaritans.org)

# Mental Health & Menopause

**Are you living with menopause or perimenopause?  
Are you feeling low, anxious or stressed?**

Our 8-week Mental Health and Menopause group may be helpful for you.



**Starting Monday 9th September  
5:30pm to 7:30pm**

**To join the group, self-refer to Talking Therapies by  
calling **024 7667 1090** or by registering on our **website**.**

Please note: An assessment with a clinician is required before a place can be offered.  
Please contact [ttgroups@covwarkpt.nhs.uk](mailto:ttgroups@covwarkpt.nhs.uk) for more information.

## Take part in menopause research

University College London are seeking participants for research being run by the Menopause Mind Lab. The study aims to explore experiences of the menopause within the workplace, and requires participants to complete a 5 minute survey. Please consider taking part if you are:

- Working part-time or full-time
- Currently experiencing peri-menopause or have reached the menopause within the last two years

On completion of the survey, you will be entered into a **prize drawer for a £50 shopping voucher**.  
If you are eligible and interested in taking part, please follow this link:

<https://redcap.link/uclmenopauseatwork>

*Your*  
**VOICE**  
**MATTERS**



## 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/](http://www.healthlibrariesmidlands.nhs.uk/)

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

**New** Bajekal, N. (2024) *Finding me in menopause: flourishing in perimenopause and menopause using nutrition and lifestyle*. London: John Murray Press.

**New** Danzenbrink, D. (2024) *Making menopause matter: the essential guide to what you need to know and why*. London: John Murray Press.

**New** Mosconi, L. (2024) *The Menopause Brain: the new science empowering women to navigate midlife with knowledge and confidence*. London: Allen & Unwin.

Rowe-Ham, K. (2023) *Fitter, calmer, stronger in 30 days: owning your menopause*. London: Yellow Kite.



## Free Recovery and Wellbeing Academy Courses

The **Recovery and Wellbeing Academy** [www.recoveryandwellbeing.co.uk/](http://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](http://www.recoveryandwellbeing.co.uk/Courses) and scroll down to T (it's listed under The) to book on.



To find 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.

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/](http://library.nhs.uk/nhs-staff-and-learners/)

## Support for you

Visit your Trust extranet or intranet to find a wealth of information about the menopause and different support options available to GEH and SWFT colleagues. Right click on the image below to access the Staff Health and Wellbeing Team menopause information and support page:



### Menopause Support group

Why not join the new menopause support group for our Trusts? If you would like to join this network or attend the monthly online meetings, please email [\*\*hwb@swft.nhs.uk\*\*](mailto:hwb@swft.nhs.uk)

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

Email: [\*\*hwb@swft.nhs.uk\*\*](mailto:hwb@swft.nhs.uk)

X/Twitter: @GEH\_SWFT\_HWB



NEW



### Menopause Helpline

Our dedicated menopause helpline is available 24/7, 365 days for in the moment support or to book a one off menopause assessment with a specialist menopause counsellor.

Need to talk? Call us on 0330 057 7043

