

## Press Release

Thursday 30th June 2022

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### **Now Is the Right Time to Discuss Menopause and How It Can Be Better Managed**

Menopause symptoms can be tough to cope with at any time, but especially so at work. The menopause transition can have a significant impact, with more than 75% of women experiencing menopausal symptoms and a quarter describing their symptoms as severe. Nearly nine out of ten women say it affects their working lives, yet some women are reluctant to talk to their employers about it. With the current debate about menopause-friendly workplaces raising awareness, it's important to ensure the right support exists in organisations.

This week the International Stress Management Association (ISMA<sup>UK</sup>) is pleased to be hosting an Online Masterclass, *Let's Talk Menopause*, which will focus on issues such as - when menopause can start and what kind of symptoms may be experienced; how these symptoms may be managed naturally; how menopause could affect someone at work; and tests that women should consider at this stage in their lives.

The panellists who will be discussing menopause at ISMA<sup>UK</sup>'s Masterclass on Thursday are Dr Marilyn Glenville, the UK's leading nutritionist specialising in women's health, and Deborah Garlick, CEO of Henpicked: Menopause in the Workplace. Their discussion will be moderated by Simon Hawtrey-Woore, an executive coach and ISMA<sup>UK</sup> member.

In the Fawcett Society's recent survey of menopausal women, [Menopause and the Workplace](#), the largest representative survey of menopausal women conducted in the UK, it was reported that eight in ten respondents say their employer hasn't shared information, trained staff, or put in place a menopause absence policy, and 41% said menopause symptoms were treated as a joke by colleagues. One in ten women who worked during the menopause have left a job due to their symptoms.

Amongst other topics this Thursday, Dr Glenville and Deborah Garlick will discuss the line manager's role in supporting menopause at work; the effect of stress on the severity of symptoms and how to address this; and where help is available, in and out of the workplace. They will set out the key issues that need to be considered and offer practical suggestions on how menopause can be made easier to live through.

Carole Spiers, Chair of ISMA<sup>UK</sup>, said, "Our Masterclass, *Let's Talk Menopause*, comes at an opportune time. Menopause is in the news, quite rightly, and the National Institute for Health and Care Excellence (NICE) has recently published guidelines, setting out new areas of evidence they will be looking at to improve the management of menopause. We support the Fawcett Society, who are calling on the Government to require employers to have

menopause action plans, and to ensure GPs receive training to help diagnose menopause earlier. We are proud to be playing a part in bringing menopause and the stressful effects it can have on women, both in the workplace and more generally, to a wider audience.”

## **Notes for Editors**

### ***Let's Talk Menopause***

For more information on ISMA<sup>UK</sup>'s Masterclass *Let's Talk Menopause*, being held on Thursday 30<sup>th</sup> June, go to <https://isma.org.uk/monthly-masterclass-events>. Places may be booked in advance here <https://www.eventbrite.co.uk/e/lets-talk-menopause-tickets-330885315887>. Masterclasses are free to ISMA<sup>UK</sup> members. Non-members are asked to pay £10 per Masterclass.

### **About ISMA<sup>UK</sup>**

ISMA<sup>UK</sup> is the leading professional body for workplace and personal stress management, wellbeing and performance, promoting sound knowledge and best practice in stress management, resilience, wellbeing and mental health for over 30 years. ISMA<sup>UK</sup> practitioners and consultants provide stress management services, including flexible training courses and coaching to individuals and businesses in both the private and public sectors, assisting around 40,000 people who need professional help with stress-related issues every year. ISMA<sup>UK</sup> endorses and uses the HSE guidelines for managing stress in the workplace. To find out more about ISMA<sup>UK</sup>, visit [www.isma.org.uk](http://www.isma.org.uk).

### **Press Interviews**

For all press and media enquiries please contact Carole Spiers, Chair of ISMA<sup>UK</sup>, for an immediate response on +44 (0) 77 688 78910 or at [chair@isma.org.uk](mailto:chair@isma.org.uk).