

**Women in Wills**  
Virtual Meetup  
Thursday 29<sup>th</sup> July  
16:00-17:30

**Women in**  
Wills

Brought to you by



# LawSkills Ltd for Women in Wills

Thursday 29 July 2021



**LAW**SKILLS  
leading legal minds

# Brain terminology

Hippocampus

Amygdala

Neocortex

Synapse



# Impact of social isolation on our brains

Impaired learning

Impaired memory

Inability to concentrate



# Stimulus of working in an office

New experiences

New challenges

Missed opportunities



# How to optimize learning

Stay hydrated

Manage stress

Sleep

Eat food which  
boosts  
cognitive  
function

Try something  
new

Keep curious & collaborative



# Monday musing on menopause

- [https://www.linkedin.com/posts/gillsteel\\_lawskills-activity-6817708745355862016-falq](https://www.linkedin.com/posts/gillsteel_lawskills-activity-6817708745355862016-falq)
- 6,550 views
- 47 comment
- 12 reshares
- The Law Society has done some work on this <http://ow.ly/B4tp50FmVJx>



LinkedIn

<http://uk.linkedin.com/in/gillsteel>

# Thank You!

[www.lawskills.co.uk](http://www.lawskills.co.uk)



**Menopause 360**  
Consultancy

**June Potts**

**Business Consultant**  
specialising in the menopause

[www.menopause360.co.uk](http://www.menopause360.co.uk)

[linkedin.com/in/june-potts-4087bb145/](https://www.linkedin.com/in/june-potts-4087bb145/)

# Menopause 360 Services



-  Culture Change
-  Line Manager Training
-  Awareness Programmes
-  Research & Insights
-  Presentations & Public Speaking
-  The Menopause Lounge
-  Menopause Retreats
-  Menopause Trainer for Medicash – Health@Work

# Why Menopause?



Personal and Professional



To view my story go to [www.menopause360.co.uk](http://www.menopause360.co.uk)



BUSINESS CONSULTANT & MENOPAUSE SPECIALIST

## June Potts

### Menopause Awareness Help Organisations Ur

With an ever ageing workforce and a...  
there is an opportunity for organisati...  
reap the benefits of being menopaus...

- Are women going through menop...
- Are your managers trained to man...
- Do you have a current menopause...
- Do you have a specific menopaus...

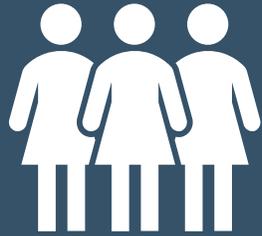
GET IN TOUCH!



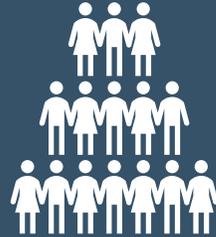
*Hi, I'm June! Thank you for visiting my website. Here I tell you  
a little bit about me, my story and my Menopause 360°  
approach. I hope we meet soon.*

# Menopause – why does it matter?

---



4.4 million women over 50 are in the workplace



Women over 50 are the fastest growing demographic



Approx. 80% of women experiencing menopause are in work



Nearly 1 million women have left jobs due to menopause



It costs approx. £35k to replace a lost employee

3 in 5 women say menopause negatively affects their work.

14 million sick days are taken annually resulting from menopause symptoms.

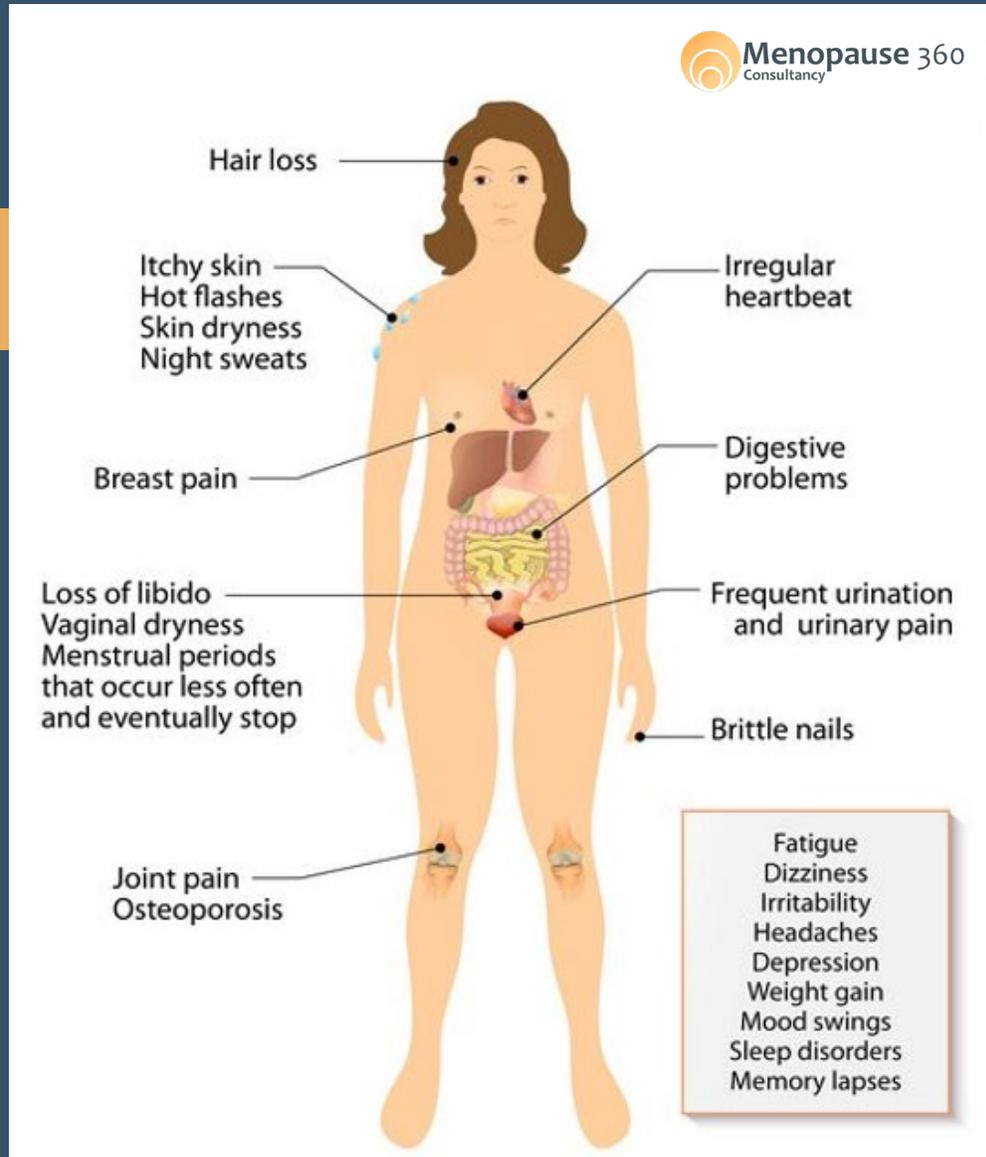
# The Stages of the Menopause

<p><b>Not yet in the menopause transition</b></p> <p>Have not experienced any symptoms of the menopause.</p>	<p><b>Perimenopause</b></p> <p>Still having periods, and have started to experience symptoms of the menopause.</p>	<p><b>Menopause</b></p> <p>Not had a period in one year and experiencing symptoms of the menopause.</p>	<p><b>Post-menopause</b></p> <p>Periods have stopped and symptoms of the menopause have reduced.</p>
--	--	---	--

- Women usually transition through the menopause between age 45 - 55.
- 1 in 100 women will experience menopause symptoms before the age 40.
- The average age of menopause in the UK is 51.
- 100% of women will experience menopause, but each experience will be unique.
- 3 in 4 women will experience symptoms.



# Menopause Symptoms



There are 34, psychological and physical symptoms associated with the menopause

- 
- Psychological symptoms associated with menopause can be linked to mental health.
  - Mental health initiatives rarely include menopause.
  - A significant number of women are prescribed anti-depressants to alleviate psychological menopause symptoms.
- 
- Problem - GP's only receive between 5-7 hrs menopause training.
  - Less than 10% of UK employers across the Public and Private sector have menopause policies in place to support women.

# What can Organisations do to Help?



Have clear policy or guidance documents.

Make easily accessible to managers and colleagues.

Raise awareness through training.

All staff across genders, generations, cultures and ethnicity.

Include menopause in health and wellness campaigns.

Negotiate support through Employee Assistance Programmes.

Consider reasonable adjustment.

Technology, equipment, uniforms, working patterns.

Acknowledge all women will experience menopause differently.

One size doesn't fit all!

Know where to signpost to further help.

GP, occupational health, menopause support services.

## Findings from MBA, Business Consultancy Research

- Menopause is a private matter.
- Barriers to disclose menopause at work are different for each woman and are linked to organisational culture, leader-member relationships, diminished personal power, situational context.
- Menopause is viewed negatively in the workplace, consequently women are mistrusting of how they will be perceived by others, especially managers.
- Women chose not to disclose menopause status to male managers and younger female managers who were considered 'judgemental'.
- Although female leaders believe the workforce need to be educated, they considered menopause initiatives to be the sole responsibility of HR/OH.

The above presents challenges for organisations to create inclusive environments that fully support women, especially as one size doesn't fit all.

# Menopause – the Conundrum

## Question:

If women are not educated about menopause at work and are unsupported by GP's where are they supposed to go to get help?

---





# Menopause in the News

- 

The House of Commons Women and Equalities Committee has launched an inquiry, to investigate if enough is being done to address menopause discrimination in the workplace.
  - 

Parliament - Private Members Bill for menopause support and services:

    - exempt HRT from NHS prescription charges,
    - Mandated policy for organisations 250+,
    - Medical school training,
    - Public health messaging.
  - 

The Menopause Charity to support the training of menopause experts in GP surgeries. Women are entering into debt to pay for private treatment due to debilitating symptoms.
  - 

COVID-19 vaccine – irregular menstrual cycles the Medicines and Health Regulatory Agency yellow card scheme are monitoring.
-

# What's Hot and What's Not:

-  Menopause is now part of the school curriculum
  -  “We’re living like its not happening” Michelle Obama
  -  Major of London, Sadiq Khan has backed a ‘world leading’ menopause plan
  -  Mental Health versus Menopause Health – funding and support
  -  Parliamentary Petition – mandatory policy  
<https://petition.parliament.uk/petitions/580951>
  -  Testosterone, the overlooked hormone
-