

Providing Menopause Support in the Workplace



EDF has been working on increasing menopause awareness and available support, responding to the focus nationally and the ask from its employees for information and guidance.

The organisation understands the impact that perimenopause and menopause can have on the quality of lives for some of its people, with the partners, families and friends, line managers and colleagues of those individuals also wanting to understand more.

Company data has revealed that 22.1% of EDF employees are women of 36 years and above. In the knowledge that potentially some women will struggle so much with their symptoms that they feel their only choice is to leave the workplace, EDF is making the effort to provide its people with a broad range of support. It believes it is key to show them they are valued, that the company wants them to thrive and that it will support them in developing their careers and retaining their skills.

To achieve this, EDF has introduced the following key actions:

1. A calendar of awareness raising events
2. A menopause information hub
3. A menopause network
4. Monthly 'Menopausal Moments' drop-in sessions

During awareness days, aimed at everyone in the business, webinars have been held with EDF's Chief Medical Officer, Dr Sarah Jackson, raising awareness of the menopause, what it is, the symptoms and what options there are to help. A manager training session with a panel including employees and managers has been a valuable forum for sharing experiences and insights into what they found helpful, reiterating the difference a supportive manager can make.

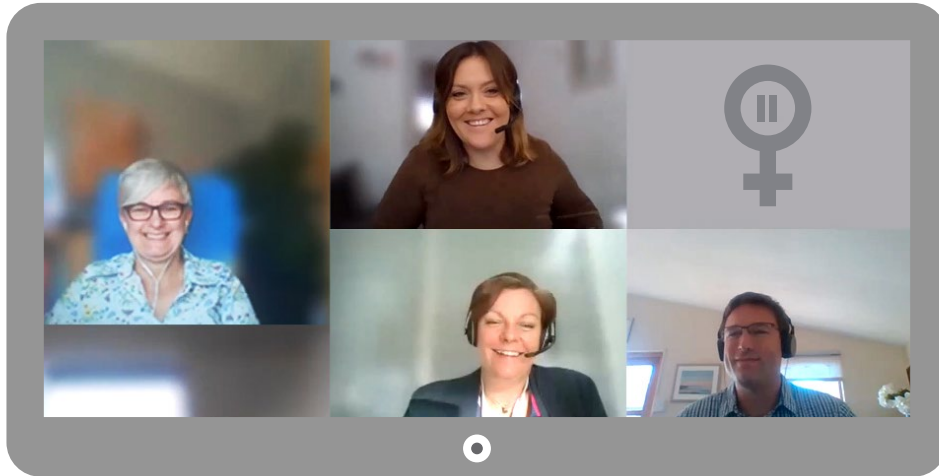
"In Occupational Health we have been reaching out in terms of trying to provide more education for staff about the menopause, how it might affect them or their colleagues and what they can do to help. We have been encouraging people who are affected and struggling at work to contact us so we can help on a practical level as well as understand the scale of the problem at a strategic level."

Dr Sarah Jackson
EDF Chief Medical Officer



EDF's very first menopause webinar was hosted by a senior male colleague to demonstrate solidarity and support





A monthly 'Menopausal Moments' call, provides the opportunity for impacted individuals to chat and share all things menopause related with colleagues. External guest 'subject matter experts' are occasionally invited to speak at these drop-in sessions on specific menopause related topics, such as nutrition. The calls are always well attended and comments after the most recent session include: "as always, a great session with lots of honest and helpful chat", "my first time joining and everyone was so lovely and open with some really great ideas, thank you" and "very good, informative and useful, have a great day".

At the request of EDF employees, an Intranet hub has been set up to host all recorded webinars, wellbeing advice, details of future monthly drop-in calls, events, and external guidance from sources such as NHS, the Balance app and information regarding the prescription payment certificate.



"It's been a pleasure to help raise awareness of the menopause and bring to life what support we have available to us at EDF. We've increased knowledge and encouraged an openness around the conversation, which is great."

Becky Shula, Wellbeing Manager

