Inclusivity and the menopause

26 February 2020

**IP Inclusive
IP Ability
Women in IP
CIPA**

Our speakers

- Hannah Barton
  - HR Manager, Marks & Clerk
- Karen Genuardi
  - Head of People, AA Thornton
- Mandy Laurie
  - Partner and Head of Employment Division, Burness Paull

Chair:
- Andrea Brewster
  - Lead Executive Officer, IP Inclusive

What we'll cover

- Some basic facts about the menopause
  - And its impact at work
- Improving inclusivity
- The legal and compliance aspects
- Sources of help
- Where to next?

Some basic facts
about the menopause

What is menopause?

- The menopause is when a woman's oestrogen levels decline and periods cease – it marks the end of a woman's reproductive life

- The average age a woman reaches menopause in the UK is 51

- Transition or 'peri-menopause' is the period that leads to the menopause, when many women experience symptoms

- Around 1% of women experience menopause before the age of 40; 5% before the age of 45

- The menopause can be brought on early by cancer treatment or surgery

- **Night sweats**
- Skin irritation
- **Anxiety**
- Depression
- **Poor concentration** / cognitive function
- Loss of confidence
- Loss of libido
- Joint pain

- Irritability
- Weight gain
- Headaches
- Dizziness
- **Fatigue**
- Palpitations and panic attacks
- Insomnia
- Recurrent UTIs
- Hot flushes

Typical symptoms

Everyone is different; symptoms can vary and fluctuate.

On average symptoms last for around 4 years, but 10% of women experience symptoms for up to 12 years.
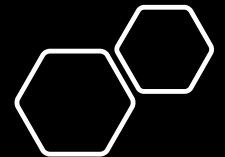
Did you know…?

A survey for BBC news found that…

- 75% of women experience symptoms; 1 in 4 are serious
- 60% reported a negative impact at work
- 41% felt menopause affected their ability to do their job
- 70% didn't tell their employer they were experiencing symptoms

Improving inclusivity

Legal and compliance

Sources of help

Sources of help

- www.nhs.uk/conditions/menopause
- www.womens-health-concern.org
- https://thebms.org.uk
- www.daisynetwork.org.uk
- https://menopauseintheworkplace.co.uk
- www.menopausecafe.net
- www.talkingmenopause.co.uk
- www.menopause-exchange.co.uk
- www.menopausematters.co.uk
- https://menopausesupport.co.uk
- https://megsmenopause.com/menopause

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Resources for employers & managers (i)

- The Chartered Institute of Personnel and Development (CIPD):
  - https://www.cipd.co.uk/knowledge/culture/well-being/menopause/printable-resources
  - Downloadable guides, posters, leaflets
  - Do's and don'ts for supporting your colleagues
  - Resources for HR teams and people line managers

Resources for employers & managers (ii)

- NHS guidance on menopause
  - www.nhs.uk/conditions/menopause/
- Women's Health Concern (the patient arm of the British Menopause Society)
  - www.womens-health-concern.org
- British Menopause Society
  - https://thebms.org.uk

Resources for employers & managers (iii)

- Support for premature menopause
  - www.daisynetwork.org.uk
- Faculty of Occupational Medicine
  - www.fom.ac.uk/health-at-work-2/information-foremployers/dealing-with-health-problems-in-the-workplace/advice-on-the-menopause

Resources for employers & managers (iv)

- Henpicked, Menopause in the Workplace
  - https://menopauseintheworkplace.co.uk
- Menopause Café – 'gather to eat cake, drink tea and discuss menopause'
  - www.menopausecafe.net
- Talking Menopause
  - www.talkingmenopause.co.uk
- The Menopause Exchange
  - www.menopause-exchange.co.uk

Resources for employers & managers (v)

- Menopause Matters
  - www.menopausematters.co.uk
- Menopause Support
  - https://menopausesupport.co.uk/
- Meg's Menopause
  - https://megsmenopause.com/menopause/
- The Health and Safety Executive Website (good resources, eg template for stress risk assessment)
  - https://www.hse.gov.uk/stress/standards/downloads.htm

Where to next..?

Panel discussion
Q&A

Hannah Barton

Mandy Laurie

Andrea Brewster

Karen Genuardi

Thank you for listening!

Working for diversity and inclusion in IP

IP Inclusive:
How to find out more

- www.ipinclusive.org.uk
- www.careersinideas.org.uk

- contactipinclusive@gmail.com

- @IPInclusive
- @bameipinclusive
- @IP_Ability
- @ip_out
- @WomeninIPI
- @CareersInIdeas

A Charter for Equality, Diversity and Inclusion

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Working for diversity and inclusion in IP

The commitment:

We will support equality, diversity and inclusion by:

1. Having in place a named individual within our organisation as Equality, Diversity and Inclusion officer. This person will be sufficiently senior to make change happen and to be accountable for our progress.

2. Having in place a written Equality, Diversity and Inclusion policy for our organisation and making everybody in the organisation aware of it.

3. Promoting openness and transparency so as to demonstrate merit-based equal opportunities in our recruitment and career progression processes.

4. Acknowledging the effects of unconscious bias and introducing measures to tackle it.

5. Monitoring and reporting internally on our progress using measures and at intervals that are appropriate to our size and nature.

6. Sharing our experience within the *IP Inclusive* community to help build an effective network for equality, diversity and inclusion across the IP sector.

Working for diversity and inclusion in IP

Biography:
Hannah Barton

Hannah is a member of the Chartered Institute of Personnel & Development, and an HR Manager at Marks & Clerk. She works closely with leadership to deliver on people priorities and business objectives, and is a trusted advisor to eight Office Managing Partners and Office Managers. She has also provided training to group leaders on improving support for people who are going through the menopause.

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Biography:
Andrea Brewster OBE

Andrea is a Chartered Patent Attorney and European Patent Attorney. Until her retirement in 2015 she was a partner in the Somerset firm Greaves Brewster LLP, of which she had been a co-founder.

A former President of CIPA, Andrea is a member of the Institute's governing Council and serves on several of its committees, including the Education Committee.

She is the founder and now Lead Executive Officer of IP Inclusive, an initiative that promotes diversity and inclusion (D&I) throughout the IP professions. She regularly speaks on D&I-related topics in the IP sector. In her spare time, she writes a light-hearted blog about her work: thenotsosecretdiary.weebly.com

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Biography:
Karen Genuardi

Karen is the Head of People at AA Thornton. She has taken an active role in influencing and shaping the diversity and inclusion agenda at the firm since joining in 2013 and is also a member of the IP Ability Committee.

Karen's HR career spans over 25 years across a range of sectors and roles, and she has supported many employees through a range of physical and mental health conditions and is keen to raise awareness about the impact of and the stigma often associated with menopause in the workplace.

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Biography:
Mandy Laurie

Mandy is a Partner and Head of Employment Division at Burness Paull. She is also the Deputy Keeper of the Writers to the Signet. Her 2019 blog post on "The Menopause: The new protected characteristic?" caught IP Inclusive's attention and we are delighted she agreed to join our IP panel.

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