

Menopause Resources

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***Important: please see the notes overleaf.***

These resources have been collated based on recommendations and suggestions from a variety of sources. The intention is that this is an organic document for you to both refer to and contribute to (please email suggestions to [helen.smith@ipinclusive.org.uk](mailto:helen.smith@ipinclusive.org.uk)). We hope they continue to grow and be a useful tool to equip women and their allies to have a better menopause experience both in the workplace and in their personal lives.

Please be aware that we are unable to review and verify the recommended resources. In particular, we have included examples of publicly available guidance from various employers and unions with regard to menopause in the workplace, as well as menopause policies from various organisations, but this is provided for information only, and not as an endorsement of the guidance or policy.

Note: in this document, references to biological sex (e.g. woman, female) pertain specifically to physiological traits such as hormones and anatomy, regardless of gender identity. We want to be clear that this is inclusive of everyone who goes through the menopause or menopausal symptoms as a result of hormonal changes, including trans men and some non-binary people.

# General information on the menopause

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| NHS | [www.nhs.uk/conditions/menopause/](http://www.nhs.uk/conditions/menopause/) | NHS advice around managing symptoms. |
| International Menopause Society | [www.imsociety.org](http://www.imsociety.org)  [World Menopause Day](https://www.imsociety.org/education/world-menopause-day/) - 18th October | Promoting education and research on midlife women’s health. |
| British Menopause Society (BMS) | [thebms.org.uk/](https://thebms.org.uk/) | Aimed at healthcare professionals and includes their Register of Menopause Specialists. |
| Women’s Health Concern | <https://www.womens-health-concern.org/> | The patient arm of the BMS, providing a range of factsheets and other resources. |
| Daisy Network | <https://www.daisynetwork.org/> | Provides information and support to women diagnosed with Premature Ovarian Insufficiency, also known as Premature Menopause. |
| The Menopause Charity | <https://www.themenopausecharity.org/> | Founded by menopause specialist Dr Louise Newson to help people understand the mental and physical changes that occur during perimenopause and menopause and provide them with the tools and treatments needed to manage those. |
| Menopause Mandate | <https://www.menopausemandate.com/> | Mariella Frostrup and Alice Smellie – Campaigning for education for all around menopause and HRT. |
| Menopause Matters | <https://www.menopausematters.co.uk/> | An independent website founded by Trustee of BMS Dr Heather Currie, which provides information about the menopause, menopausal symptoms and treatment options. |
| Menopause and Me | <https://www.menopauseandme.co.uk/en-gb> | Easy to understand guidance provided by Viatris. |
| Menopause Support | <https://menopausesupport.co.uk/> | More easy to read guides. Menopause Support is a not-for-profit community interest company and the home of the national #MakeMenopauseMatter campaign, both founded by Diane Danzebrink. |
| My Menopause Centre | <https://www.mymenopausecentre.com/> | Online menopause clinic with free access to a wealth of information and resources. |
| Henpicked Menopause Hub | <https://henpicked.net/menopause-hub/> | A website for women “who weren’t born yesterday” - a place for discussion and bringing about positive change. |

# Treatments and symptom management

*Please be aware that the following should not be relied on as medical advice. We’ve attempted to provide some insights based on publicly available information, but we can’t guarantee its accuracy. Please do your own research as well and seek professional advice before adopting any type of therapy.*

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| NHS | [www.nhs.uk/conditions/menopause/](http://www.nhs.uk/conditions/menopause/) | NHS advice around managing symptoms. |
| Greater Good Magazine | [How Men Can Support Their Partners Through Menopause](https://greatergood.berkeley.edu/article/item/how_men_can_support_their_partners_through_menopause) | Greater Good magazine is published by the Greater Good Science Center (GGSC) at the University of California, Berkeley and provides interesting resources and newsletters on a range of issues. |

## HRT

Hormone replacement therapy (HRT) is a treatment to relieve symptoms of the menopause. it replaces hormones that are at a lower level as you approach the menopause and it can help relieve most of the symptoms such as, hot flushes, night sweats, mood swings, vaginal dryness, reduced sex drive and it can also help prevent weakening of the bones (osteoporosis) which is more common after the menopause. You should speak to your GP if you have any concerns about taking HRT or if you would like to start HRT. You will usually start with a low dose, which may be increased at a later stage and it may take a few weeks to feel the effects of the treatment and there may be some side effects at first. HRT may not be suitable for you if you have a history of breast cancer, ovarian cancer or womb caner, blood clots, untreated high blood pressure, liver disease or if you are pregnant! There is no limit on how long you take HRT but talk to a GP about how long they would recommend you take the treatment.

There are two main types of HRT (i) Combined HRT (oestrogen and progestogen) for women who still have their wombs; and (ii) Oestrogen-only HRT – for women who have had their womb removed in a hysterectomy.

If you are unable to take HRT or decide not to, you may want to consider alternative ways of controlling symptoms:

## Lifestyle

Be mindful of how much alcohol you are drinking, enjoy the odd glass but try cutting down if you do drink regularly as with age comes the slowing down of the body’s ability to metabolize alcohol. Drinking exacerbates menopausal symptoms such as hot flushes, night sweats and lack of sleep and will also heighten any anxiety or depression.

Cut down on caffeine and spicy food as they are known to trigger hot flushes. Try to reduce stress levels to improve mood swings, make sure you get plenty of rest, as well as getting regular exercise.

Give up smoking if you do smoke, this will help reduce hot flushes and your risk of developing serious health conditions such as heart disease, stroke and cancer.

Stay cool at night by wearing loose clothes and sleep in a cool, well ventilated room if you experience hot flushes and night sweats.

## Diet

The following are things to think about including in your diet that others have found useful in helping with the symptoms of menopause and perimenopause. Please note that we do not supply medical advice and any supplements you may choose to take should be fully researched by you and used in consultation with your GP.

**Vitamin D** is a key nutrient, once it enters the body and is synthesized it is one of the most important vitamins for menopause wellbeing. A lack of estrogen weakens bones as you age; vitamin D works to slow down and minimise the weakening process. You should aim to get at least 15mcg of vitamin D per day. Adequate levels of vitamin D may help to reduce hot flushes, night sweats, sleep disturbance and poor concentration. Vitamin D deficiency has been linked with low mood, which can be exacerbated during peri-menopause and menopause. There is not a lot of vitamin D in the foods most of us eat so consider absorbing sunlight or supplementing.

**B Vitamins** are essential for energy and mood which are two things menopausal women can struggle with as they may help tame symptoms caused by low serotonin levels. Vitamins B-6 and B-12 may help support cognitive function which may help to combat “brain fog”. The recommended daily allowance of vitamin B-6 is 1.3 milligrams per day. Good sources of B vitamins are broccoli, Brussel sprouts, leafy green vegetables such as cabbage, kale, spring green and spinach, peas, checkpeas and kidney beans, liver and breakfast cereals fortified with folic acid. Citrus fruits such as oranges, clementines and lemons are excellent sources.

**Omega-3** may help soothe hot flushes and your mood and may help to reduce the risk of coronary heart disease, osteoporosis and joint pain/menopause arthritis as well as potentially reducing the frequency of hot flushes. It may also help with the dryness of the vagina, a common symptom of menopause. Omega-3 can be found in fish, vegetable oils, nuts (especially walnuts), flax seed, flaxseed oil, chia seeds, oysters, eggs, soybeans, vegetables including seaweed, sprouts, spinach and broccoli.

**Vitamin C** is one of nature’s antioxidant nutrients and its effect may help ward off heart disease which is more common after menopause. During menopause it may help ease hot flashes and it is important for maintaining bone density, which protects you against fractures later in life. The recommended daily allowance is 75 milligrams per day. You should be able to get all the vitamin C you need by eating a varied and balanced diet. Excellent sources of vitamin C are citrus fruits (oranges, kiwi, lemon, grapefruit), bell peppers, strawberries, tomatoes, cruciferous vegetables and white potatoes.

**Magnesium** – a diet low in magnesium is associated with low testosterone, which in turn is linked to low and irritable moods especially during the menopause. Magnesium from food and supplements may help reduce symptoms such as difficulty sleeping, depression, anxiety and heart disease risk. The recommended daily allowance is 310-320mg for women of menopausal age. Whole grains and dark green, leafy vegetables are good sources of magnesium, low fat milk and yogurt contain magnesium as well as dried beans and legumes and nuts such as almonds and cashews.

## Exercise

Regular exercise can help reduce hot flushes and improve sleep as well as boosting your mood if you feel anxious, irritable or depressed. Weight bearing exercises can help keep your bones strong.

Yoga

Tai Chi

Walking

Swimming

Running

## Other remedies

Mindfulness

Meditation

**CBD Oil** can stabilise and improve sleep quality and may even help with pain reduction in aching or stiff joints. New research shows it can influence the system that prevents the breakdown of bone, meaning that there’s potential for short and long term use and it may impact bone density. Always follow the instructions when taking CBD oil.

Supplements:

* Agnus Castus
* Evening Primrose Oil
* St. John’s Wort
* Red Clover
* Black Cohosh
* Sage
* Ginkgo Biloba

# Menopause in the workplace

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| Faculty of Occupational Medicine | [Guidance on menopause and the workplace](http://www.fom.ac.uk/wp-content/uploads/Guidance-on-menopause-and-the-workplace-v6.pdf) | Practical guidance on supporting people at work for both people experiencing  menopause and their employers. |
| Chartered Institute of Personnel and Development | Knowledge Hub: [Let’s talk menopause](https://www.cipd.co.uk/knowledge/culture/well-being/menopause) | Guidance and printable resources for HR and line managers. |
| ACAS | [Menopause at work](https://www.acas.org.uk/menopause-at-work)  [Menopause and the law](https://www.acas.org.uk/menopause-at-work/menopause-and-the-law) |  |
| Fawcett Society | [Menopause and the workplace](https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=9672cf45-5f13-4b69-8882-1e5e643ac8a6) | 2022 report from the charity campaigning for women’s rights at work. |
| The Law Society | [Experiencing menopause in the legal profession](https://www.lawsociety.org.uk/topics/women-lawyers/experiencing-menopause-in-the-legal-profession) |  |
| Law Society of Scotland | [Menopause Support Resource](https://www.lawscot.org.uk/research-and-policy/equality-and-diversity/guides/menopausesupportresource/) | Menopause guidance to help individuals and firms access the support they need. |
| Business in the Community (BITC) | [Menopause in the workplace](https://www.bitc.org.uk/wp-content/uploads/2020/06/bitc-age-toolkit-menopauseintheworkplace-jun20.pdf) | A practical guide for HR, Wellbeing and  Occupational Health practitioners. |
| UK Government | [Menopause transition: effects on women’s economic participation](https://www.gov.uk/government/publications/menopause-transition-effects-on-womens-economic-participation)  [Menopause and the Workplace](https://pages.bsigroup.com/e/35972/menopause-and-the-workplace-/3t71g4g/2030153812/h/5HCz0bXVgu80tfJskZZAb15V7Gkj1JRBYQtiIlT7vyM)  [No Time to Step Back: the government’s Menopause Employment Champion](https://pages.bsigroup.com/e/35972/-menopause-employment-champion/3t71g4k/2030153812/h/5HCz0bXVgu80tfJskZZAb15V7Gkj1JRBYQtiIlT7vyM) | Research into the extent to which the menopause transition is a problem for working women.  Resource for employers and workers.  Guidance to help recruit, support and retain women experiencing menopause and stop women considering giving up their employment. |
| House of Commons Women and Equalities Committee | [Menopause and the workplace – Report Summary](https://publications.parliament.uk/pa/cm5803/cmselect/cmwomeq/91/summary.html) | Menopause and the workplace summary and report (July 2022) |
| British Standards Institute (BSI) | [BS 30416, Menstruation, menstrual health and menopause in the workplace – Standard Document](https://www.bsigroup.com/en-GB/insights-and-media/insights/brochures/bs-30416-menstruation-menstrual-health-and-menopause-in-the-workplace/)  [BS 30416: Menstrual and menopausal health matters in your workplace - Article](https://knowledge.bsigroup.com/articles/bs-30416-menstrual-and-menopausal-health-matters-in-your-workplace)  [Getting started with menstruation and menopause support in the workplace.](https://pages.bsigroup.com/e/35972/0z38aOjro-Menopause-26-Oct-pdf/3t71g45/2030153812/h/5HCz0bXVgu80tfJskZZAb15V7Gkj1JRBYQtiIlT7vyM) | Download for free the British Standard on menstrual and menopausal health.  Accompanying article  Presentation slides dated October 2023. |
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| LawCare | [Menopause](https://www.lawcare.org.uk/get-information/articles/menopause/)  [Seven things you should know about menopause in the workplace](https://www.hausfeld.com/media/glqn0cdv/menopausematters2024.pdf) | Information and tips  Practical guide from #MenopauseMatters |
| Equality and Human Rights Commission | [Menopause in the workplace: Guidance for employers](https://www.equalityhumanrights.com/guidance/menopause-workplace-guidance-employers) | Resources designed to help employers understand their legal obligations in relation to supporting workers experiencing menopausal symptoms. |
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| **Examples of guidance from employers** | |  |
| NHS Employers | [Guidance on menopause at work](https://www.nhsemployers.org/system/files/media/HSWPG-menopause-at-work-March-2020%20FINAL_0.pdf) |  |
| Civil Service HR | [Menopause: Guiding principles for Employees and their Managers](https://www.womens-health-concern.org/wp-content/uploads/2019/12/Menopause-Guiding-principles-for-Employees-and-their-Managers-final-24.9.19.pdf)  [Menopause at work - Employees](https://www.womens-health-concern.org/wp-content/uploads/2019/12/Toolkit-Menopause-at-work-%E2%80%93-Employees-10.10.19.pdf) |  |
| College of Policing | [Management of menopause transition in the police service 2021](https://assets.college.police.uk/s3fs-public/2021-10/Management-of-menopause-transition-in-the-police-service.pdf) |  |
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| **Examples of guidance from unions** | |  |
| Royal College of Nursing | [The Menopause and Work:](https://www.rcn.org.uk/Professional-Development/publications/rcn-menopause-guidance-for-nurses-midwives-and-health-visitors-uk-pub-009326)  [Guidance for RCN Representatives](https://www.rcn.org.uk/Professional-Development/publications/rcn-menopause-guidance-for-nurses-midwives-and-health-visitors-uk-pub-009326) |  |
| National Union of Teachers | [Managing the Menopause in the Workplace](https://www.nasuwt.org.uk/static/uploaded/6756afac-cfe2-41d2-ac5efcc691a3756c.pdf) |  |
| TUC | [Menopause at work](https://www.tuc.org.uk/menopause-work) |  |
| Unison | [Menopause guidance and model policy](https://www.unison.org.uk/the-menopause-is-a-workplace-issue/) |  |
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| **Examples of menopause policies** | |  |
| Nottinghamshire Police | [Menopause Policy](https://www.nottinghamshire.police.uk/foi-ai/nottinghamshire-police/publication/our-policies-and-procedures/human-resources/menopause-policy-ps-199/) |  |
| Age UK | [Menopause policy](https://www.ageuk.org.uk/bp-assets/globalassets/cambridgeshire--peterborough-/original-blocks/about-us/policies--procedures-090920/staff-specific/menopause-policy.pdf) |  |
| NHS Fife | [Menopause policy](https://www.nhsfife.org/about-us/policies-and-procedures/hr-policies-and-procedures/hr-policies/menopause-policy/) |  |
| University of Dundee | [Menopause policy](https://www.dundee.ac.uk/corporate-information/menopause-policy) |  |
| Channel 4 | [Menopause policy](https://www.channel4.com/corporate/menopause-policy) |  |
| NASUWT (The Teachers’ Union) | [Model menopause policy](https://www.nasuwt.org.uk/static/uploaded/3083b5c2-7a39-4c39-bca77421e080305d.pdf) |  |
| National Education Union | [Model menopause policy](https://neu.org.uk/media/5811/view) |  |
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| LawCare | The Legal mind podcast: [Menopause in the workplace](https://www.lawcare.org.uk/get-information/podcasts/the-legal-mind-podcast-menopause-in-the-workplace-with-nicola-green/) |  |
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# Support in the IP Sector

## IP Inclusive menopause coffee dates

It’s time we talked more about menopause and perimenopause, and how to support one another through them. A group of IP Inclusive supporters have got together to organise regular “coffee date”-style gatherings, open to anyone who wants to drop by and have a chat. They are intended as a safe space to talk about (peri)menopause without shame or censure, to share experiences as well as ideas for making our working lives more menopause-inclusive.

These get-togethers are for everyone who works in the UK’s IP sector. All genders and all ages are welcome, as are people from all roles and career levels. You might be going through (peri)menopause yourself, or already have done so, or just want to know more for the future. You might be joining us to find out how you can support family, friends and colleagues who are going through (peri)menopause.

Feel free to invite a friend or colleague to come along with you – someone in a different role or at a different career level, perhaps, or a colleague who’s not yet involved with IP Inclusive. They’ll be most welcome!

Check out our [Events](https://ipinclusive.org.uk/events/) page for the next date.

## WhatsApp group

If you’d like to join a (peri)menopause-focussed WhatsApp group, please contact Vicky Maynard via [contact@ipinclusive.org.uk](mailto:contact@ipinclusive.org.uk).

## LinkedIn group

We’ve established [a LinkedIn group](https://www.linkedin.com/groups/12778267/) for UK IP professionals who want to exchange news, views and ideas about the (peri)menopause. It’s a private group so just send us a request to join and we’ll do the rest.

# Speakers, coaches and training

Below are a selection of speakers who provide menopause training or workshops for the workplace, which can be targeted to all employees or to specific groups, eg managers, HR, or for training menopause champions/advocates.

Some also offer personal coaching/ programmes/ plans.

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| Lauren Chiren | <https://www.womenofacertainstage.com/> | Corporate training and courses.  Menopause champion training.  Personal coaching and plans. |
| Sam Palmer | <https://www.midlifemakeover.co.uk/> | Workplace training.  Personal plans and programmes. |
| Sarah Wilsher | <https://themenopauseatwork.com/>  <https://www.businessleader.co.uk/how-support-the-sufferers-menopause-workplace/> | Workplace training.  Policy development.  Menopause champion training. |
| BMR Menopause Training Courses | <https://www.bmrhealthandwellbeing.co.uk/menopause-training-courses-store>  <https://www.bmrhealthandwellbeing.co.uk/menopause-training-courses-store/p/25hr-henpicked-menopause-champion-training> | Workplace training.  Menopause champion training. |
| Dr Fiona O’Donoghue | [@menopausemedicglasgow](https://www.instagram.com/menopausemedicglasgow/)  [What I’d tell my younger self slides](https://ipinclusive.org.uk/wp-content/uploads/2025/02/250211-menopause-webinar-IP-presentation.pdf) | GP and menopause specialist  IP Inclusive presentation slides, February 2025 |
|  |  |  |

# Recommended reading, listening and viewing

## Books

|  |  |
| --- | --- |
| Haynes Menopause  <https://haynes.com/en-gb/menopause> | Table  Description automatically generated |
| Cracking the Menopause: While Keeping Yourself Together  By Mariella Frostrup and Alice Smellie | Chart  Description automatically generated with medium confidence |
| Menopausing  By Davina McCall with Dr Naomi Potter | A picture containing diagram  Description automatically generated |
| Menopause: The Change for the Better  By Deborah Garlick | A picture containing diagram  Description automatically generated |
| The Complete Guide to the Menopause  By Annice Mukherjee | Text  Description automatically generated |
| Natural Solutions to the Menopause  By Marilyn Glenville PhD | Logo, company name  Description automatically generated |
| Menopause, The One Stop Guide  By Kathy Abernethy |  |
| The Good Menopause Guide  By Liz Earle |  |
| The Definitive Guide to the Perimenopause and Menopause  By Louise Newson |  |
| Managing hot flushes and night sweats: a cognitive behavioural self help guide to the Menopause  By Myra Hunter |  |
| Understanding BRCA, living with the breast cancer gene  By Clarissa Foster |  |

# Articles in the media

The Guardian, 12/1/2023, “[Not just hot flushes: how menopause can destroy mental health](https://www.theguardian.com/society/2023/jan/12/not-just-hot-flushes-how-menopause-can-destroy-mental-health?utm_source=ActiveCampaign&utm_medium=email&utm_content=Celebrating+International+Women+s+Day%3A+Normalising+Menopause+at+Work&utm_campaign=Celebrating+International+Women+s+Day%3A+normalising+menopause+at+work)”

# Women championing conversations on the menopause in the media

Mariella Frostrup & Alice Smellie (BBC - [The truth about the menopause](https://www.bbc.co.uk/programmes/b0bt4c3m)) (See also [Menopause Mandate](https://www.menopausemandate.com/))

Louise Minchin (BBC and ITN Business [Menopause: Continuing the Conversation](https://youtu.be/0mxjD7D27jc))

Davina McCall (Channel 4 - Sex, Mind and the Menopause, and Sex, Myths and the Menopause)

Dr Shirin

Kate Thornton

Kirsty Wark (BBC - The Menopause and Me)

Lisa Snowdon

Carol Vorderman (ITV)

Penny Lancaster

Michelle Griffith Robinson

ITV: This Morning, Loose Women