

The Community Housing Group (TCHG): Menopause Awareness Sessions

The Community Housing Group (TCHG) recognised a need to focus on menopause awareness within the workplace as a significant proportion (34%) of the female workforce were within the 45-55 age range (the time period which most females will start to experience menopausal symptoms), and the need was further highlighted through feedback from female colleagues.

TCHG strive to achieve gender balance and equality and recognise that the menopause may hold women back from reaching their full potential at work. The company recognise that it is important to take a proactive approach to the menopause and to support those that are affected by it.

In March 2019 the CIPD published guidance on the Menopause and in May 2019 the BBC held a Menopause Week. The company felt it was appropriate to respond to this with their own menopause awareness campaign.

The following actions were delivered as part of the campaign:

- A menopause information section on the Health e Balance company SharePoint area
- Creation of a monthly health and wellbeing newsletter
- Two menopause awareness talks/ sessions
- Information was shared using a variety of formats to ensure staff could access from different departments and locations.

20% of the target audience (females aged 45-55 years) attended an awareness talk and a further 12% are on the waiting list to attend later sessions. A small number of staff outside the target audience also attended. Uptake has been compared across departments to shape future planning. If demand remains, the company will look at running additional sessions at alternative times to ensure the sessions are accessible for all staff including shift workers.

Feedback has been very positive and TCHG are ensuring that suitable resources are available to provide information and support to staff (including men, family members etc) as well as sharing resources to the wider public on social media. In addition to awareness talks attendance and feedback from staff, future plans to measure the impact of the initiative includes plans to measure traffic to online resources and sites, staff surveys etc. TCHG will be developing the initiative further based on feedback and outcomes to date and are also in the process of developing a Menopause Policy and 'Manager's Toolkit'.

"Our colleagues are made aware of relevant health campaigns that they perhaps wouldn't otherwise be aware of. A proactive and preventative approach to health & wellbeing maintains a healthy workforce and keeps the cost of sickness absence levels within target"

