

WORKPLACE HEALTH

A BULLETIN FOR EMPLOYERS TO SUPPORT WORKPLACE HEALTH AND WELLBEING



A FOCUS ON WOMEN'S HEALTH AND WELLBEING AT WORK



Workplace Menopause Support

Women over the age of 50 are the fastest-growing demographic in the workplace. At this stage in their careers women are often at their most successful, productive and experienced. Yet it's in the workplace where many people struggle most with menopause symptoms, and many women end up reducing their hours, passing up promotions or leaving their jobs altogether.

Menopause Xplored

Interested in the Menopause Xplored workshops? FREE training available using immersive film with VR headsets and expert guidance on the menopause for small and medium businesses in Milton Keynes and Bedfordshire.



WELLBEING OF WOMEN

Sign up [here](#) and when dates and venues are set, they will contact everyone who has signed up to advise the venues and invite you to join them for a workshop that suits your availability.

Wellbeing of Women is a UK charity led by women's voices to make changes with representation that is inclusive and diverse. [About us wellbeingofwomen.org.uk](http://www.wellbeingofwomen.org.uk)

Wellbeing of Women also offer a Menopause Workplace Pledge.

[Sign the Menopause Workplace Pledge wellbeingofwomen.org.uk](#)

You will also find a range of FREE resources on menopause on the Workplace and Wellbeing resources and services webpage [click here](#)



More women are entering employment over recent years, making up 48% of the national workforce. Women's health and wellbeing are essential considerations for any workplace, as evidence shows women face unique health challenges, including:-

- Menopause
- Menstruation
- Gynaecological conditions
- Domestic Abuse
- Pregnancy
- Stress and burnout
- Caring responsibility



Recommendations for workplaces:-

- ✓ Ensure sanitary products are freely available
- ✓ Adopt flexible work practices and appropriate workplace adjustments
- ✓ Establish a taboo free culture with open communication
- ✓ Ensure engagement and enabling women to have a voice
- ✓ Carry out risk assessments
- ✓ Develop supportive absence management policies
- ✓ Develop a domestic abuse policy
- ✓ Provide health and wellbeing information to all women
- ✓ Raise awareness of women's health challenges at work

If you need help to improve the health and wellbeing of your workforce please visit the [Healthy Workplace webpages](#). You will find a range of resources and FREE Workplace Health and Wellbeing Service Offers and information about the [Health Workplace Standards](#).

Support for Pregnant Women

Women can now self refer for pregnancy and maternity care as soon as they are pregnant. For more information in your area click on the links below:-

[Milton Keynes](#)

[Bedfordshire](#)

Would you like to be added to our mailing list for more information on:

- [The Healthy Workplace Standards](#). A best practice framework and award scheme
- [Free training and workshops](#) on a range of health and wellbeing topics
- A range of [information and resources](#) covering all aspects of workplace health

Please email the Workplace Health Team at public.health@milton-keynes.gov.uk



Public Health:
Working together to improve the health and wellbeing of our communities

