

Menopause in the Workplace

A positive approach to menopause in the workplace



Wellbeing
Pathways



I'm Carol, owner of Wellbeing Pathways

Passionate about positive menopause

Menopause is not just a personal experience – it's a workplace issue that can affect productivity, employee retention and overall wellbeing.

With my background as a Registered General Nurse and certified Menopause Wellness Coach, I've helped many women in navigating these challenges, recognising the toll it can take on their work routines and responsibilities. I understand its impact on focus, energy, and mood, and how the right support can transform this experience.

Enhance your workplace wellbeing with my menopause support services. It's not just the right thing to do –it's a smart business move.



Making The Business Case

Investing in women's health is crucial for a productive, inclusive workplace. Despite three in five women experiencing menopause symptoms, awareness remains low, leaving many unsupported. Women taking time off to manage menopausal symptoms cost the UK economy 14 million workdays.

Leading companies like Holland & Barrett, Tesco, and Rolls-Royce are already reaping the benefits of menopause support –boosting productivity and staff retention, reducing absenteeism, and enhancing employee satisfaction.

Women over 50 are the fastest growing group of employees; with significant skills, knowledge, and experience, they are a valuable business asset. Yet without support, many menopausal workers quit their jobs.

Retaining the experience, expertise, and productivity of perimenopausal and menopausal employees is not just good for women—it's good for business.



Menopause at Work

The Impact of Menopause on Working Women

The challenges posed by menopause in the workplace are significant. A Chartered Institute of Personnel and Development (CIPD) survey of 2,000 working women aged 40–60 revealed that:

- Two-thirds reported their work had been negatively affected by menopause symptoms.
- Over half (53%) had to miss work at least once due to their symptoms.

BUPA estimates that nearly a million women in the UK have left their jobs entirely because of menopause-related challenges.

Despite this, many women feel unable to disclose how menopause is impacting their work, highlighting the need for greater awareness and support in the workplace.



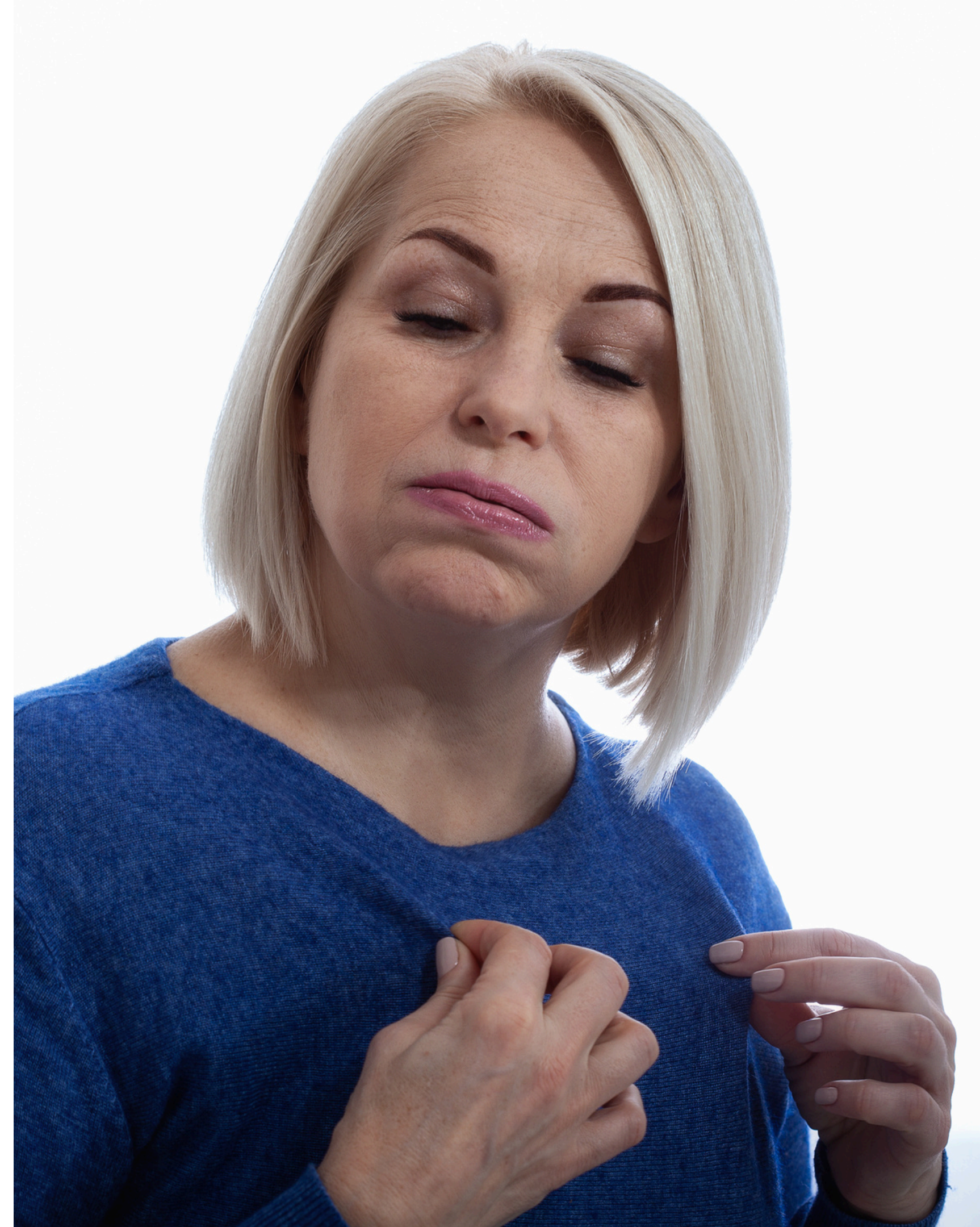
Services Available

Menopause in the Workplace Options for Employees

My one-on-one services are designed to help individuals manage their symptoms, feel their best again, and stay in or return to work when ready.

I assist employees in addressing both the physical and emotional symptoms of perimenopause and menopause, including:

- Hot flashes & night sweats
- Mood swings & emotional instability
- Anxiety & stress
- Fatigue & sleep disturbances
- Brain fog & difficulty focusing
- Irritability & low tolerance
- Muscle tension & physical discomfort
- Feelings of overwhelm & loss of control
- Reduced energy & loss of mojo



Company & Team Options

Menopause Support Across the Workplace

I offer tailored services to help businesses create supportive environments where women experiencing peri-menopause and menopause can thrive.

My menopause wellbeing services help your organisation provide timely support, fostering a positive workplace culture where employees can perform at their best.

I can work with you and your team to build menopause-enabled workplaces that:

- Help women stay in their careers and excel.
- Equip managers to support their teams and role model positive behaviours.
- Encourage and create inclusive, menopause-positive cultures.

[Contact me](#) for an initial chat to discuss how I can support your team.



Legal Issues & Menopause

Menopause and the law in the workplace

Under the Equality Act 2010, menopause symptoms can be classed as a disability if they have a substantial and long-term adverse impact on daily activities. Employers are legally required to make reasonable adjustments to support affected employees. Tribunal rulings have highlighted this obligation:

- Legal precedent: Symptoms like brain fog and memory issues can qualify as impairments. Employers failing to consider these impacts risk discrimination claims.
- Case example: An employee denied a pay rise and disciplined due to menopause-related performance issues was awarded over £64,000 when her employer failed to make reasonable adjustments.

The Equality and Human Rights Commission has warned that employers could be sued under disability discrimination if they fail to make 'reasonable adjustments' for women going through menopause.





Testimonials

“I was starting to feel a bit better with my hot flashes because my GP had stated me on HRT, but I was finding the brain fog made me feel frustrated and stupid. What was happening to me? Things I could do so easily and quickly at work were taking me longer to do and I was forever checking and re-checking my work because I needed to make sure I had done it right...”

I learned some techniques to help me with the brain fog and I was surprised how much it helped me feel I can still cope and do things I have always done at work. Carol was patient with me and I felt very comfortable with the way she helped me.”

Laura

“I found the appointments with Carol really helped me with my menopause. I was frustrated and angry about what was happening to me but now I understand more and have ways to help myself thanks so much Carol.”

Helen



Extra Info

Complimentary Initial Consultation

I understand that choosing the right support is an important decision. That's why I offer a free, no-obligation phone consultation to help you explore how we might work together. It's a chance for you to share your needs, learn more about the services I offer, and ask any questions you may have. Please contact me to book your consultation.

Service Location & Fees

Services can be delivered onsite, online or at a private clinic in Elland.

I'm happy to provide pricing details for the menopause wellbeing support services you're interested in. Please get in touch, and I'll be happy to discuss options and offer a personalised quote.

Contact Me

For further details or to make a booking:

T: 07305 810935

E: carol@wellbeing-pathways.co.uk

To visit the website:

[Wellbeing Pathways](#)

Or scan the QR code!



***Disclaimer: Results may vary from person to person.
Hypnotherapy is not suitable if you have epilepsy, psychosis or a personality disorder.***