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MENOPAUSE CHAMPION TRAINING

Empowering inclusive, productive,
and supportive workplaces



Bristol Menopause
& Wellwoman Clinic

0117-4525747



www.bristolmenopause.com



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Who are we?

Bristol Menopause Clinic and Menopause by Hazel were both founded by Hazel Hayden, a highly respected British Menopause Society Registered Specialist. From a foundation of years of experience in women's health, menopause care and wellbeing, our approach encompasses the physical, emotional and psychological aspects of health. Our services include a wide variety of women's health services, a Menopause supplement range and training courses such as the Menopause Champion Training and Menopause Awareness Courses.

What is Menopause Champion Training?

Our Menopause Champion Training Day is designed to equip champions to:

- confidently address menopause-related challenges
- foster open conversations
- implement **positive change** within their organisation

It is designed for:

- HR professionals
- managers
- anyone dedicated to creating an inclusive, supportive environment for employees experiencing menopause

Why Menopause Matters in the Workplace

Menopause is a natural stage of life but in the workplace, it can become a barrier to wellbeing, performance, and retention. Over 4.5 million women aged 50–64 are currently in employment in the UK and are the fastest-growing segment of the workforce. Supporting them is critical for gender equality, retention, and leadership pipelines. ONS labour market overview, 2023.

1 in 10 women leaving their jobs due to unmanaged menopause symptoms, that's around 1 million women in the UK workforce. Fawcett society report, 2022.

63% of women say their workplace offers no menopause support at all. British Menopause society (BMS) survey, 2021.

Menopause costs the UK economy millions in lost productivity, absenteeism, and talent loss. Wellbeing of Women, 2023.

77% of women experience at least one symptom they describe as 'very difficult'.

Anxiety, brain fog, and low mood are commonly cited. BMS awareness survey, 2021.

Under the Equality Act 2010, menopause-related discrimination may come under age, sex, or disability discrimination. ACAS guidance on menopause, 2022.

Employers are increasingly being held accountable in tribunals and Parliamentary Select Committees and MPs have called for menopause to be treated as a workplace priority and protected health issue. House of commons women and equalities committee, 2022.

What's included?

In-Depth Menopause Education

- Gain an understanding of the physiological, emotional, and social aspects of menopause.
- Learn about the stages of menopause, common symptoms, and how they impact daily life and work performance.
- Evidence-based insights into treatment options, lifestyle changes, and mental health considerations.

Legal & Ethical Responsibilities

- Overview of relevant workplace legislation and employer obligations.
- Guidance on reasonable adjustments and creating policies that protect and empower employees.
- Learn best practices to maintain a compliant, respectful, and inclusive workplace.

Creating a Menopause-Friendly Workplace

- Practical tools for assessing current workplace practices and identifying areas for improvement.
- Guidelines for updating policies and introducing menopause-friendly adjustments.
- Tips for setting up wellness programs, support groups, and other resources.

What's included?

Creating a Menopause-Friendly Workplace

- Strategies for building an inclusive company culture with supportive peer networks.
- Tools to advocate for long-term change and normalise menopause discussions at all levels.
- Resources and ongoing support for continued growth as a Menopause Champion.

Championing Change in Your Organisation

- Strategies for building an inclusive company culture with supportive peer networks.
- Tools to advocate for long-term change and normalise menopause discussions at all levels.
- Resources and ongoing support for continued growth as a Menopause Champion.

Why should you attend?

This course is delivered by specialists from Bristol Menopause Clinic, led by a British Menopause Society Registered Specialist and certified trainers with over 15 years' experience in menopause, menopause education, workplace wellbeing, and women's health.

This course not only provides a thorough foundation of menopause knowledge but also builds the practical skills needed to foster a compassionate and proactive work environment. As a Menopause Champion, you'll help to create a more productive, understanding workplace where everyone feels valued and supported through all stages of life.

Course Modules

Module One: Welcome & Setting the Scene – *30 Minutes*

- The role of a Menopause Champion
- Why this training matters now
- Key statistics and workplace impact
- Icebreaker: What does menopause mean to you?

Module Two: The Science of Menopause – *60 Minutes*

- What is menopause? Understanding the stages: perimenopause, menopause, post menopause
- Hormonal changes and symptom overview
- Cognitive, physical, and emotional effects
- Real-life stories: the lived experience

Module Three: Impact in the Workplace – *60 Minutes*

- How symptoms impact performance, confidence, and relationships at work
- The legal perspective: Equality Act 2010 & Health and Safety
- Case studies of workplace success and failure
- The business case for menopause support

Module Four: Communication & Conversation Skills – *90 Minutes*

- How to create a psychologically safe space for conversations
- Active listening & inclusive language
- Role play and scenario work
- Responding with empathy and confidence

Course Modules

Module Five: Building a Menopause-Friendly Culture – *90 Minutes*

- What a great menopause policy looks like
- Environmental and cultural adjustments
- Manager responsibilities and HR best practice
- Menopause in wellbeing, DEI, and leadership strategy

Module Six: Toolkit and Action Planning – *60 Minutes*

- Champion checklist and practical resources
- Communication templates and signposting tools
- Peer group networking
- Building your action plan for impact

Module Seven: Wrap-Up and Certification – *30 Minutes*

- Final reflections and questions
- Certificate awarded
- Access to Menopause Champion digital badge
- Optional invitation to the national Champion Network

Why Businesses Choose This Training:

- Reduces sickness absence and improves morale
- Boosts talent retention and leadership trust
- Demonstrates legal compliance and ethical leadership
- Aligns with DEI and employee wellbeing strategies
- Empowers internal champions to lead positive change

Key Learning Outcomes

By the end of this course, attendees will be able to:

- Understand the emotional, physical, and psychological impact of menopause
- Recognise how menopause affects staff retention, productivity, and wellbeing
- Communicate sensitively and effectively about menopause in the workplace
- Design inclusive workplace policies and practical adjustments
- Become certified Menopause Champions who lead with empathy and action

"This was transformational - it helped me understand, communicate and take action as a manager. I feel so much more confident."
— Line Manager, Financial Services

"As an HR lead, I now have tools, templates and language to embed menopause into our wellbeing strategy."
— HR Business Partner, Higher Education

Course Snapshot

Name	Menopause Champion Training Day
Duration	7.5 Hours (One Full Day)
Format	Live via Zoom or in-person
Cost	£750 per delegate
Outcome	Certificate and Menopause Champion Badge
Ideal for	HR professionals, people managers, DEI leads, wellbeing champions, senior leadership

How to Enrol:

1. Check when the next available session is.
2. Email us to enrol at hello@bristolmenopause.com
3. Sign up now to secure your place and lead the way in supporting the challenges and triumphs of menopause.



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Book Now or Enquire About Group Packages

Want to train your team or
organisation?

Contact us to book a training date,
get a quote for group pricing, or
arrange in-house delivery.



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