

Please see below for responses to additional Member queries submitted.

Minute number 89

Question:

It is likely that a large percentage age of staff are going through the menopause stage of life how confident are you that staff are given good levels of support & guidance & that their managers are aware of the impact of the menopause & where possible make reasonable adjustments in the workplace.

Response from the Hampshire and Isle of Wight Integrated Care Board:

We recognise that the menopause can significantly impact on people's health and their ability to come to work. We are committed to improving the experience of those going through the menopause and working to deliver a system-wide Menopause Support Service to all NHS and primary care colleagues working across HIOW.

Over the past ten months we have been developing our offers of support and training for colleagues experiencing the menopause and for those people supporting them, including partners, team members and managers. We also hope to enable colleagues to be open and honest when they feel unable to attend work due to menopause symptoms, and to more accurately capture this data.

With support and clinical supervision provided by a Specialist Clinician with extensive knowledge and experience of menopause we provide a single point of contact for colleagues offering one to one consultations for staff with a Menopause Advisor. Where appropriate and required, our Specialist Clinician supports with further clinical advice around HRT or more complex matters. These consultations have been very well received with great feedback.

We have developed a menopause policy and guidance toolkit for staff and are working up a training programme for managers via a virtual learning platform. Additionally, we have joined up with MenoHealth to provide a year-long programme of fortnightly awareness sessions via Zoom for colleagues to learn about the impact of menopause, get helpful advice and to ask questions in a safe space. We have also successfully trained 30 Menopause Advocates, with a further 15 colleagues attending training in February. The Menopause Advocates are evenly placed across the system and come together each month to share learning and challenges, and will be providing training workshops to individuals, teams and managers and be a point of contact for colleagues who are needing additional support or signposting.

We are well aware of the stigma and taboo still surrounding the menopause and are dedicated to work to break this down and develop inclusive offers. As such, the service continues to offer supportive webinars and talks, ensuring a particular focus on inclusion and diversity by:

- Arranging specialist webinars with the Daisy Network around premature ovarian insufficiency (POI)

- Linking with Lee Chambers regarding a session on male allyship and menopause
- Exploring other underlying health conditions that can cause the menopause and menopause symptoms
- Inviting a member of staff to the menopause working group with a specialist interest in transgender issues who will further promote inclusion and diversity of thought.
- Planning a specific session for our LGBTQ+ network recognising that menopause can be even more difficult for some people in this staff group

Looking ahead, we are working collaboratively as a system to continue to develop our offers and support, and organisations to gain Henpicked Accreditation to be a 'Menopause Friendly Workplace'. We are committed to supporting colleagues and constantly seeking feedback and tailoring our services.