

Menopause Champion/Buddy/Friend for Employers

The following is an overview that employers can use and adapt as they see fit to suit their organisational needs. The Peri Meri Menopause Moments Project welcome you to use the following to enable you to implement a Menopause Champion / Friend / Buddy in your workplace... the following looks at this in various ways. Often this role is not funded as part of the job role, therefore again this may reflect in how much time and allocation this could take and is this something that they have to really engage a lot of time on, whereby if you adopt the role of the Mental Health First Aider – this effectively is a conversation and signpost role.

Just a few other things for consideration have been noted, this is really to ensure you get the best possible way of working in your organisation, as menopause affects so many people in so many different ways, either directly or indirectly it is worth considering various factors to the appointment.

Definition

A **Menopause Champion / Friend / Buddy** is an individual in the workplace who supports colleagues going through the menopause, through active listening and signposting, helps raise awareness about menopause related issues and promotes a menopause-friendly culture.

Key Purpose:

- ❖ To provide peer support and be a point of contact for employees experiencing menopause
- ❖ To advocate for greater understanding and inclusion around menopause in the workplace
- ❖ To support the implementation of menopause policies and practices within the organisation
- ❖ To signpost to services for further support if required

TYPICAL RESPONSIBILITIES

❖ Awareness & Education:

- Raise awareness of menopause and its impact through various ways, could be running a Menopause Cafe, organising events, sessions etc.
- Share educational materials or signpost to professional support (e.g. HR, occupational health plus)

❖ Support:

- Offer a listening ear and confidential, informal conversations with colleagues
- Remain impartial
- Help reduce stigma and encourage open conversation about menopause

- Sign post to relevant external/internal services where further support is recognised

❖ **Training:**

- Support, deliver or arrange training for managers and staff on menopause awareness (dependent on experience and job role)

SKILLS & QUALITIES

- ❖ Good listener with empathy and discretion
- ❖ Passionate about workplace wellbeing and inclusion
- ❖ Comfortable talking about menopause in a supportive, non-judgmental way
- ❖ Able to maintain confidentiality and signpost appropriately

BENEFITS TO THE ORGANISATION

- ❖ Improved employee wellbeing, morale and retention
- ❖ Reduced stigma and absenteeism related to menopause symptoms
- ❖ Stronger inclusion and support culture

TRAINING SUGGESTIONS FOR CHAMPION/FRIEND/BUDDY

- ❖ Mental Health First Aid Training (or alternatively a person who is already trained)
- ❖ Menopause & Mental Health (Peri Meri Menopause Project - Lincolnshire or alternative Menopause in the Workplace providers such as Henpicked, etc.)
- ❖ Active listening – how to listen effectively
- ❖ Body language
- ❖ Unconscious bias training
- ❖ Information, advice and guidance – this training specifically focusses on referral

The recommendations above are here as a guide, however, one training element we would strongly recommend is that Mental Health First Aid is seen as a minimum training requirement – primarily as menopause and mental are so intrinsically linked. This person does not offer advice, however, is someone that has training to recognise issues when they are occurring and knowing the most appropriate referral and specialist agencies across the area that they could access suitable support.

We do not foresee a Menopause Champion / Friend / Buddy to be someone who is an expert, if anyone ever could be of the menopause! Their role is to offer advice and remain impartial and not impart their own thoughts around menopause where possible.

Unless safeguarding is triggered, all information and conversations must remain confidential. However, safeguarding should be actioned, as appropriate where concerns are raised around an individual.