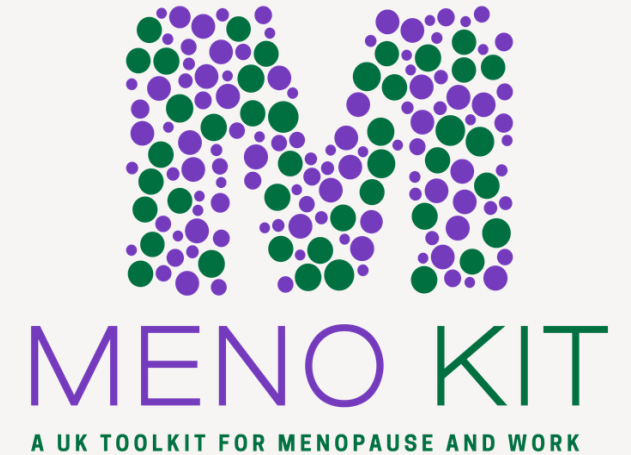


Introducing The MENO-kit

Developed by: Dr Claire Hardy, Emeritus Professor Amanda Griffiths and Emeritus Professor Myra Hunter

Funded by: Wellbeing of Women



The MENO-kit

The UK's first, free, online, evidence-based toolkit designed to support UK organisations to become more menopause aware and to support more menopause friendly working environments.



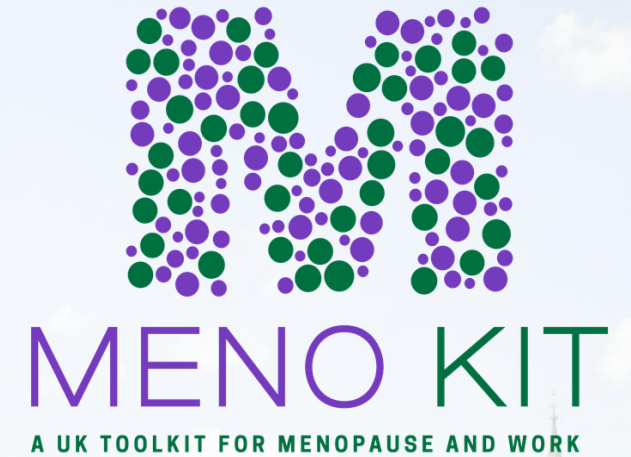
Background

- In the UK, over 5 million women aged 45-59 are in employment. With menopause typically occurring around age 51, it is likely that a substantial proportion of the workforce may experience their menopause and its transition while working.
- For some women, menopausal symptoms and experiences occurring during the transition can affect wellbeing and work experiences.
- Historically, menopause has received limited attention as an occupational health issue, and few evidence-based workplace interventions have been available. None specifically for organisations.



Why now?

- The timely launch of the MENO-kit coincides with the launch of the Equality Action Plans across the UK.
- The Equality Action Plans currently advise all companies with over 250 employers to improve gender equality among their employees, including addressing the gender pay gap and supporting women during the menopause.
- From 2027 Equality Action plans will become mandatory for all employers across the UK so there is scope for wide scale reach and dissemination of the MENO-kit.



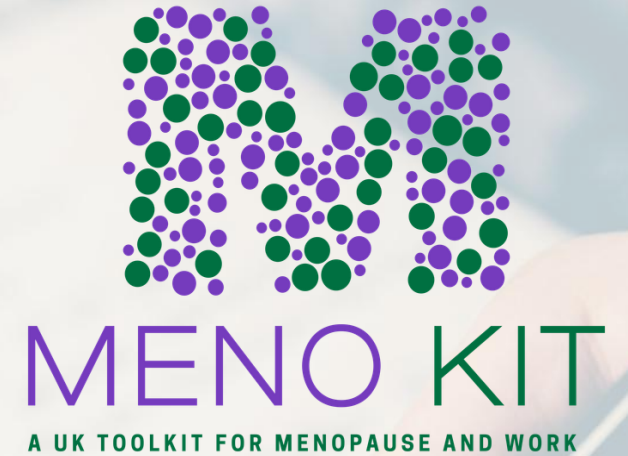
No one size fits all...

- MENO-kit's unique approach recognises the need for organisations to take a leading role in supporting menopause in the workplace.
- The MENO-kit provides organisations and employees with everything they need to know to start raising awareness and supporting a menopause friendly working environment.
- Built with diversity in mind, the resources available allow companies of any size and sector to tailor their **menopause action plans** to their own organisational context, considering their employee needs and the resources they have available.



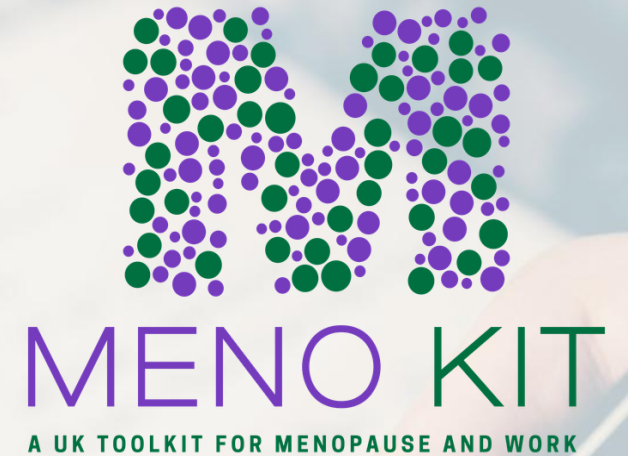
Three steps for employers:

1. Create a menopause and work action plan
2. Implement the action plan
3. Monitor progress



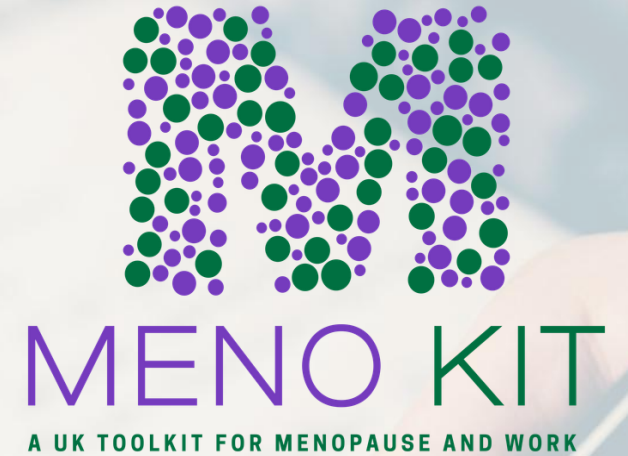
Step 1: Create a menopause action plan.

- Every organisation needs to think about what it wants to achieve, set goals, then create an action plan to help deliver those goals. Organisations need to think about;
 - ✓ Who their workforce is.
 - ✓ What it is they need?
 - ✓ What resources you have to implement that action plan?
- MENO-kit has an **organisational roadmap** resource that you might find useful in helping you create that plan to deliver and address menopause in your workplace.



Step 2: Implement the action plan

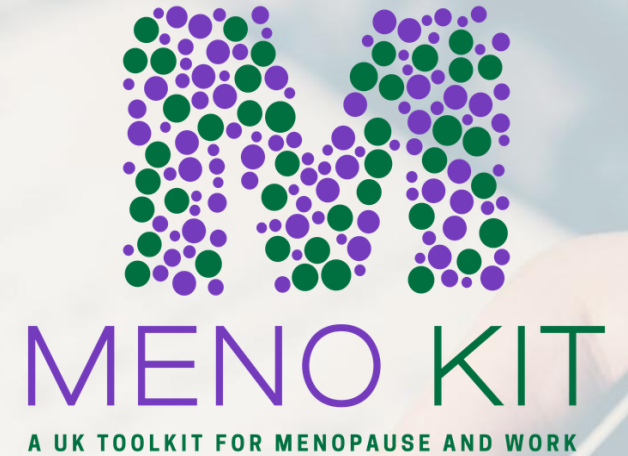
- This may involve circulating resources, encouraging engagement in training or identifying champions to drive conversations.
- There are inbuilt resources throughout the MENO-kit which can support these actions.



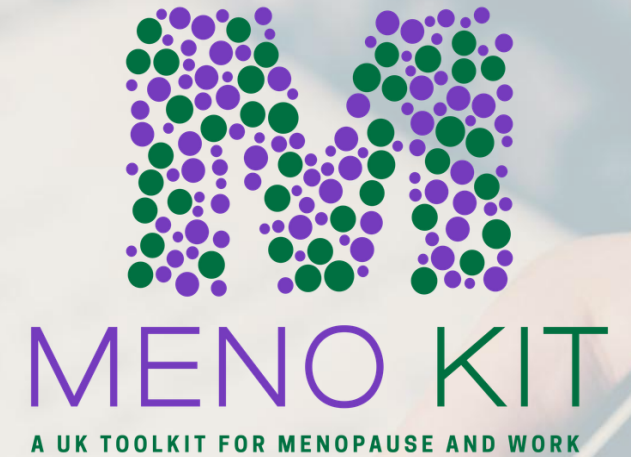
Step 3: Monitor progress

At this stage you may want to consider;

- ✓ How the action plan is being delivered and received?
 - ✓ Are employees engaging in the relevant training and activities?
 - ✓ Are activities happening when they're supposed to be?
 - ✓ Is the relevant information being shared when it's supposed to be shared?
- It's useful to reflect and see how things are going in relation to the action plan. If things aren't quite going to plan, reassess and make adjustments.



Case Studies



On this page, you'll find case study interviews with organisations that took part in the research project that evaluated the **MENO-kit** toolkit. These organisations share their experiences of trying out the toolkit in practice — how they used it and what benefits they saw for their workplace.

Each case study also includes practical hints and tips for other organisations who may be thinking about using the toolkit. Together, they offer real-world insights to help you consider how the **MENO-kit** could work in your own setting.

Case Study 1:

Cleveland Fire Brigade

Ben Le-Fevre
Health, Fitness & Wellbeing
Coordinator



Organisational Sign up:

✓ **Step 1: Register Your Organisation**

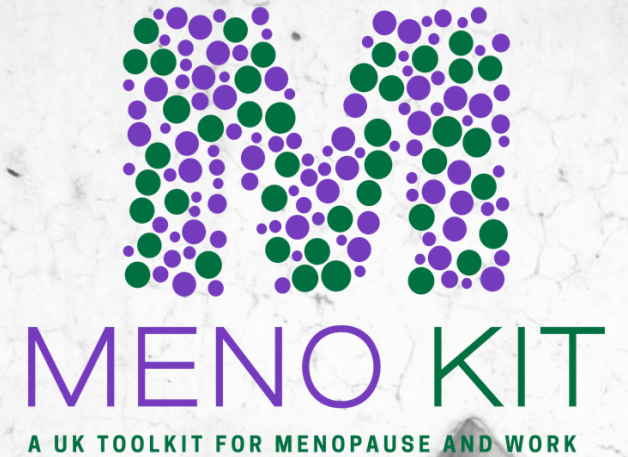
Identify a nominated representative who will register your organisation and act as the primary MENO-kit contact.

✓ **Step 2: Create Your Organisation Profile**

Complete the registration process by providing some basic organisational information and setting up your account.

✓ **Step 3: Engage Your Workforce**

Once registered, share the registration link across your organisation. This can be circulated via email, hosted on your intranet, embedded within existing e-learning platforms, or promoted through internal communication channels.



What is the MENO-kit?

The MENO-kit consists of four bite-sized learning modules.

Each module is comprised of a range of training videos, informational videos and resources and downloadable resources for both organisations and employees.

On completion of module one and three, employees can also download an e-certificate to display on their email signatures to help create a visible shift in Organisational awareness.

Module 1: Menopause and Work - Training for Everyone



Module 2: Information about Menopause and its Management



Module 3: Training for Menopause Champions



Module 4: Cognitive Behavioural Strategies for Managing Menopausal Symptoms



Module 1

Aims to provide key information and skills to increase knowledge and confidence about menopause and work, how to support those going through menopause, and how to have helpful conversations.

Designed for: All employees and workers, particularly line managers and those supervising others.

Content includes:

- Eight videos (approximately 1 hour)
- Knowledge quiz
- Optional completion certificate and e-badge
- Downloadable resources and other useful links.



Module 2

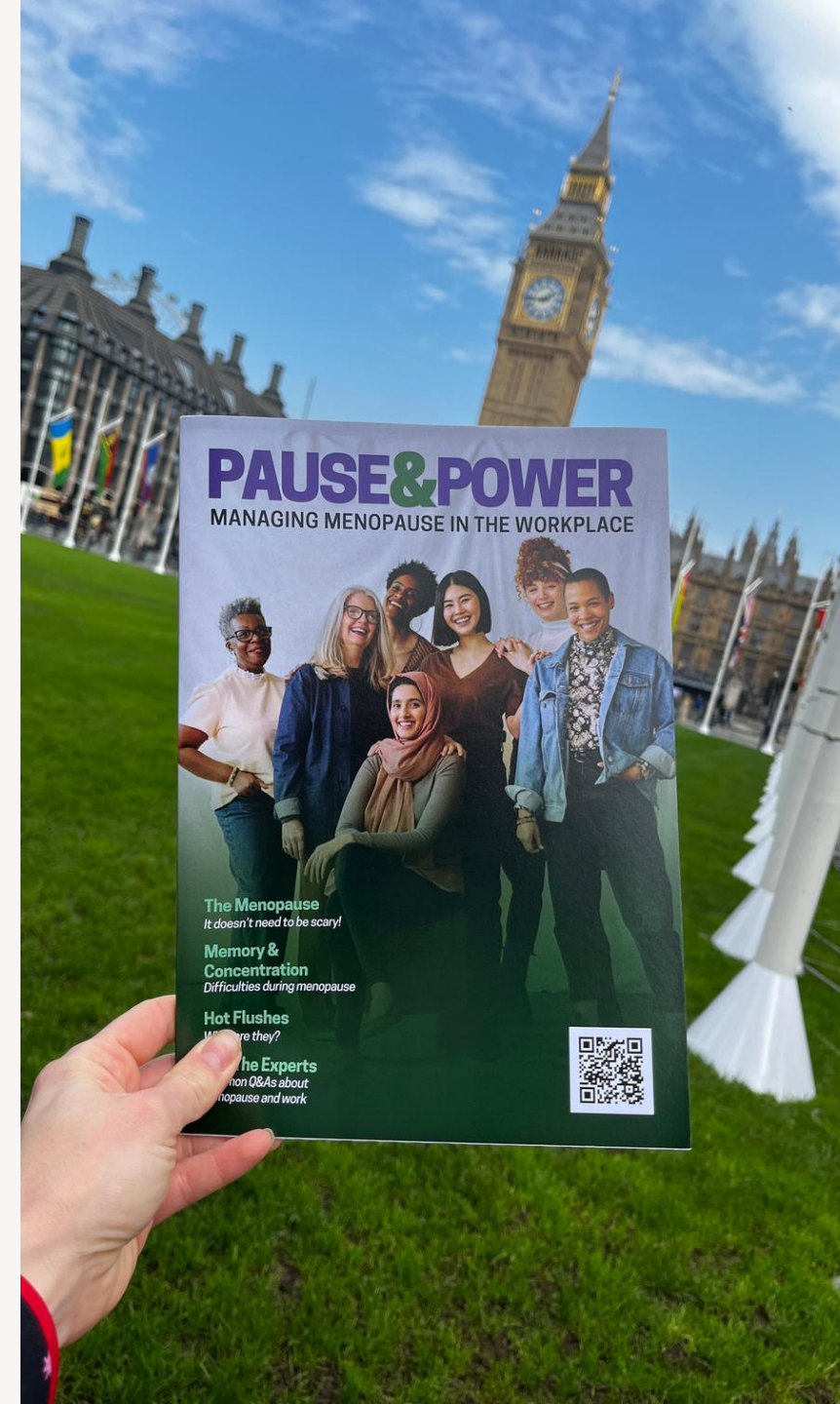
Aims to provide evidence-based educational information about menopause and its management at work.

The **Pause & Power: Managing Menopause in the Workplace** magazine is an easy to read, high quality, evidence-based informational resource about menopause and managing menopause at work.

Designed primarily for: Women experiencing their menopausal transition.

Content includes:

- 48-page online magazine
- 14 articles
- Downloadable format



Module 3

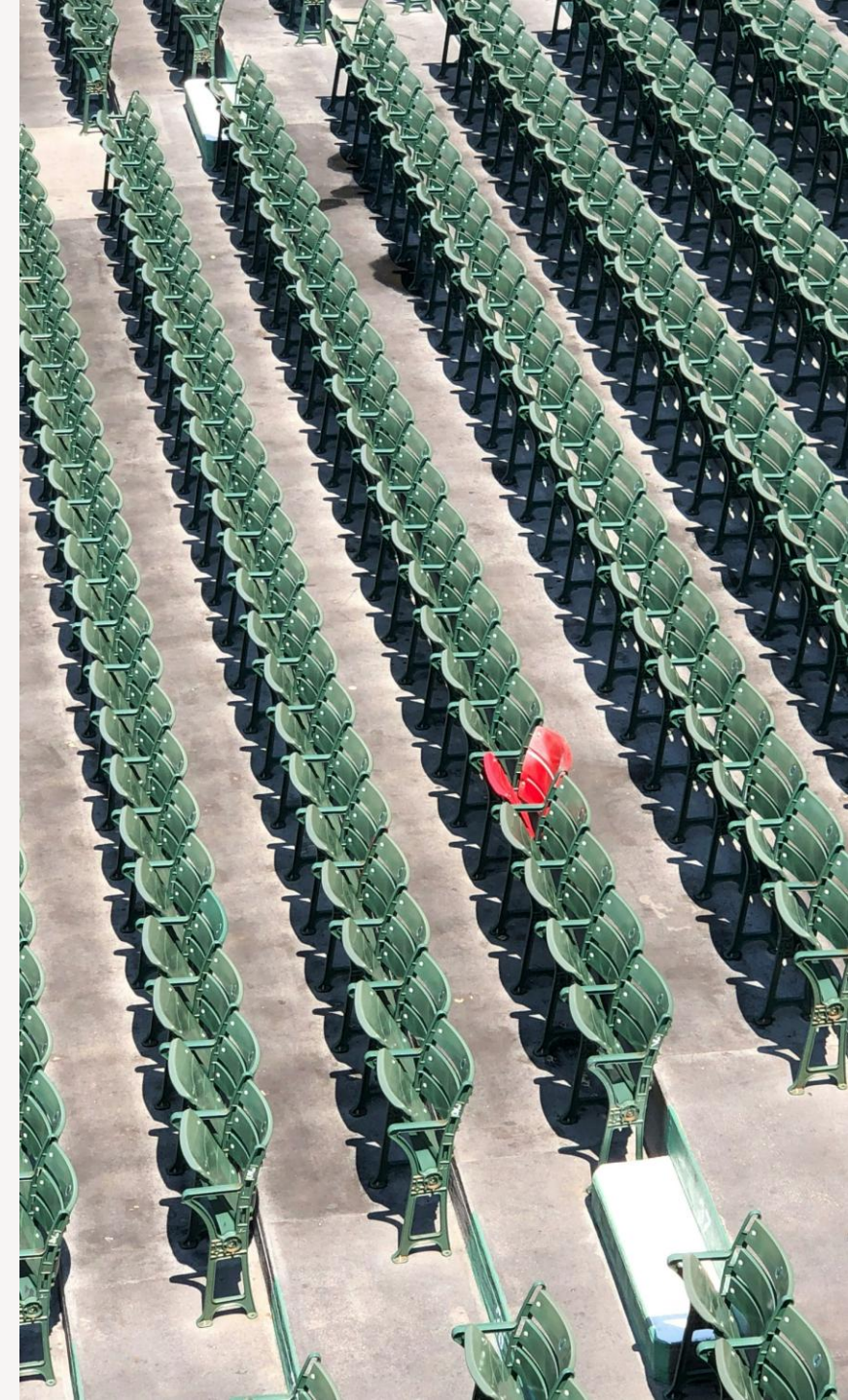
Aims to increase employee knowledge and confidence about being a menopause champion in the workplace.

All workplaces need **people** to drive change, and champions are the key drivers to help enact that change.

Designed for: Anyone wanting to become a menopause champion.

Content includes:

- Six videos (approximately 40 minutes)
- Knowledge quiz
- Optional certificate and e-badge
- Resources, guidance and template document.



Module 4

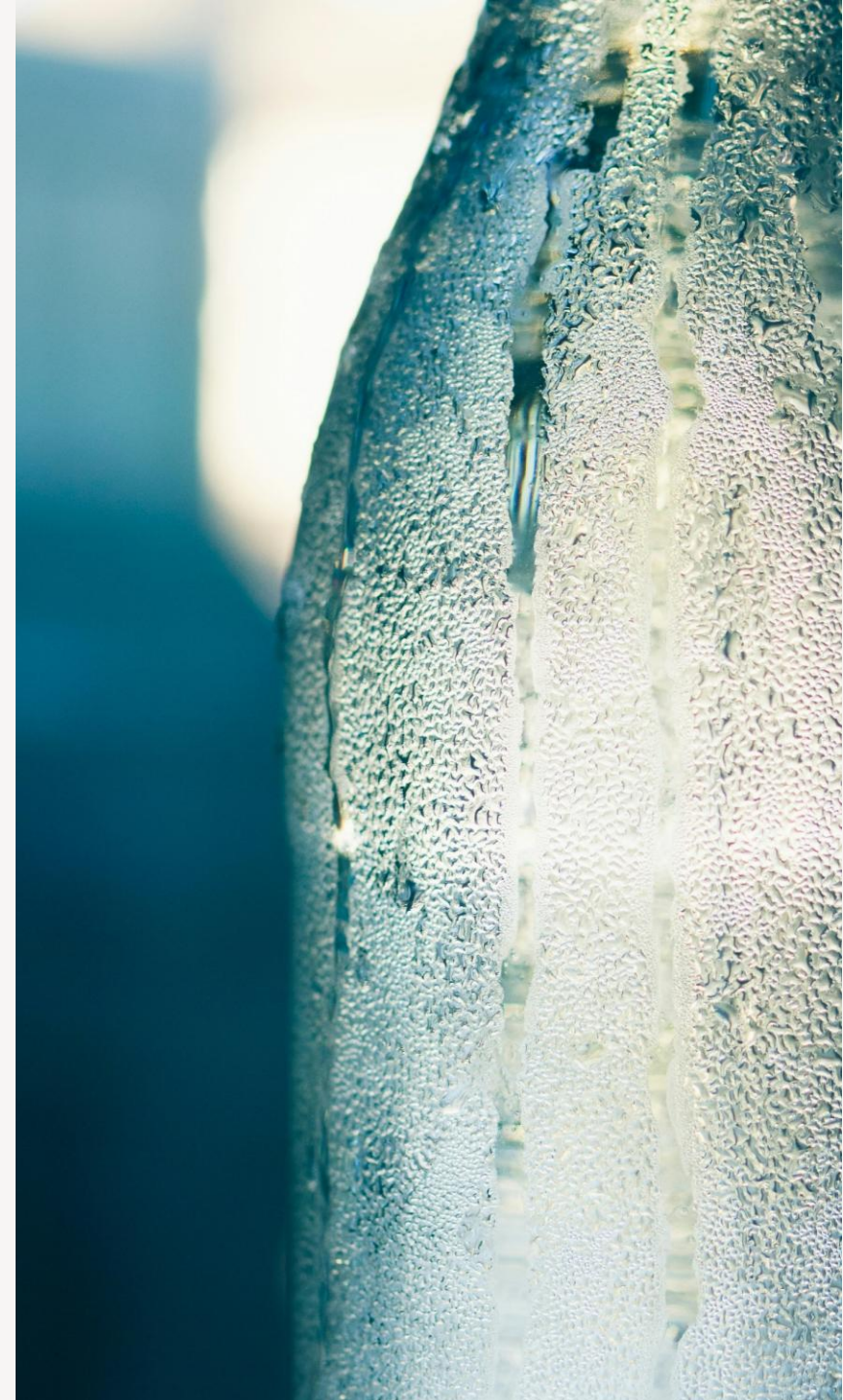
Aims to provide information and skills to help manage challenges with menopause, in particular, problematic hot flushes and night sweats.

CBT is a structured, evidence-based psychological therapy that helps people understand how their thoughts, feelings, physical sensations, and behaviours are interconnected and can significantly reduce distress and improve quality of life.

Designed primarily for: Individuals experiencing challenges with their menopausal symptoms and seeking practical coping strategies.

Content includes:

- Ten short videos (approximately 40 minutes)
- Infographic
- Other useful links and resources



Employee sign up

Step 1: Create Your Account

Register using your work email address and create a secure password.

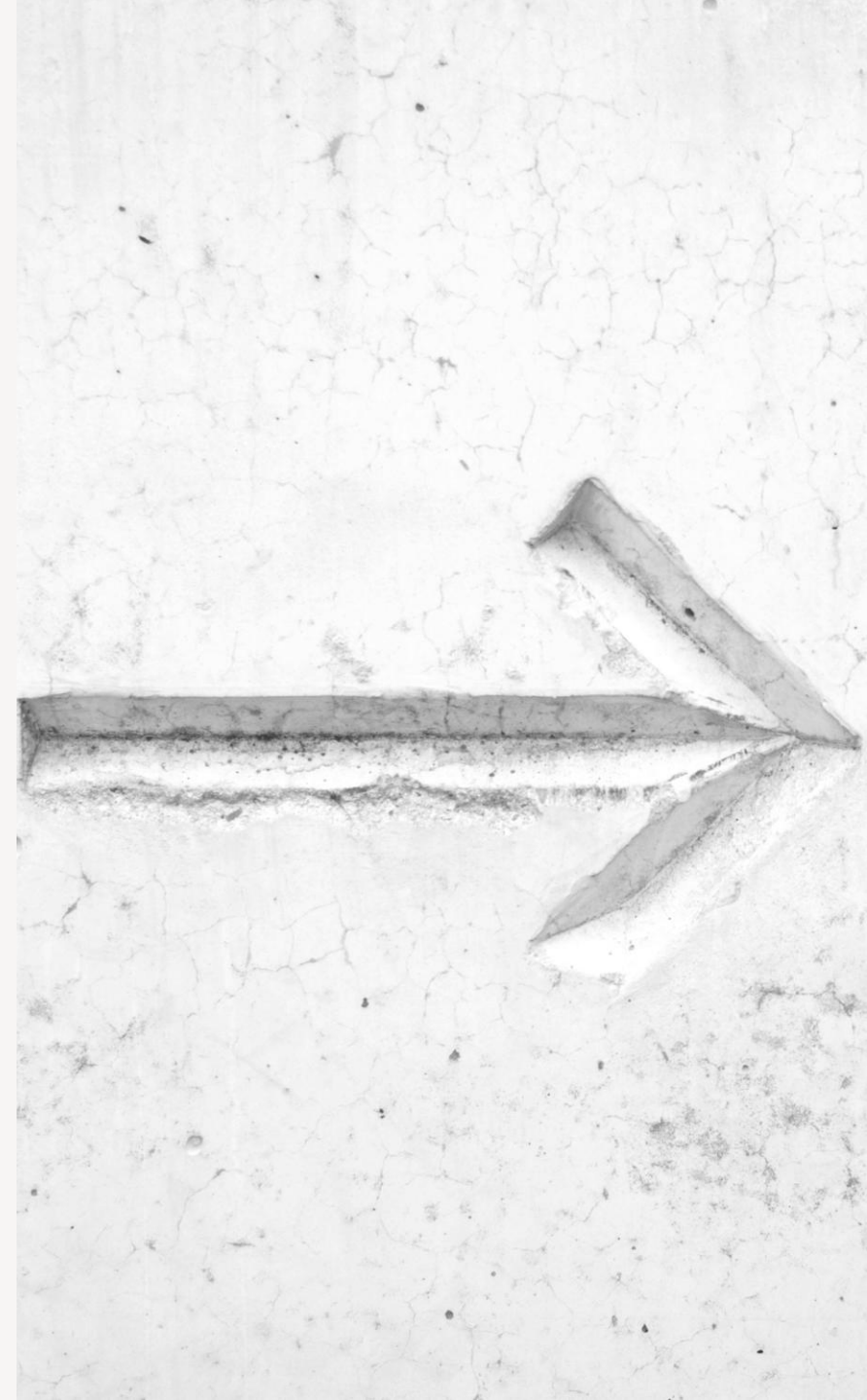
Step 2: Connect to Your Organisation

Select your organisation from the list to link your account.

Please note, your engagement with MENO-kit is confidential and in line with our privacy policy; individual activity and usage data will not be visible to your employer or used to monitor personal engagement.

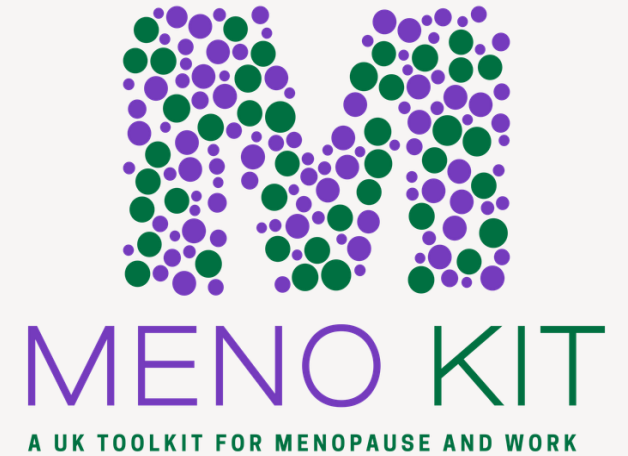
Step 3: Start Your MENO-kit Journey

Explore the learning modules, tools and resources available to support your understanding of menopause.



To note,

The MENO-kit is a free resource and should not be used for commercial purposes or resale.

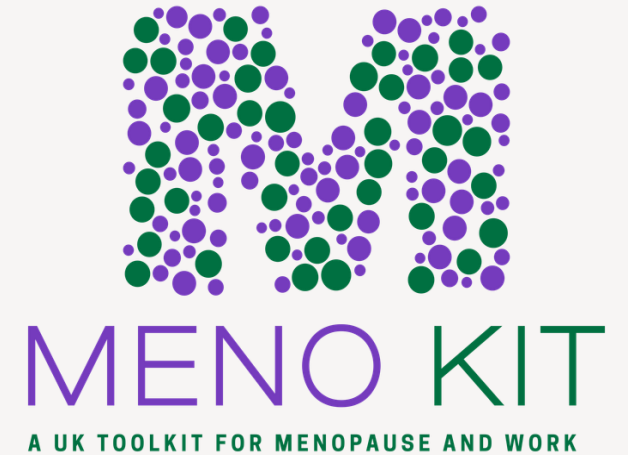


Questions, queries,
comments and feedback
welcome!

Email: MENO-kit@lancaster.ac.uk

Access the MENO-kit today:

www.MENO-kit.org.uk



The University of
Nottingham

