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| Healthy Workplace - Masthead |

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| September 2024The Public Health Workplace Health Team work with local service providers to offer FREE workplace health and wellbeing services, to workplaces based in Milton Keynes, Bedford Borough and Central Bedfordshire. Our monthly bulletin outlines our offer, focuses on different health and wellbeing topics, showcases support services and highlights forthcoming campaigns to support health and wellbeing in your workplace. |

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| Service offer spotlight

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| MOMenopause Xplored**Free Menopause Training for Milton Keynes and Bedfordshire workplaces with fewer than 250 employees:**  This training is for women and men of all ages, including managers, business owners and employees.  The one-hour workshop includes: * An immersive film of women’s experience of menopause at work, viewed through a virtual reality (VR) headset
* Information and guidance from a leading menopause expert
* Group discussion and questions
* Resource packs and downloadable toolkits.

There are two free places available for each organisation. To book your place on one of the workshops please click on this link: [Wellbeing of Women - Menopause Xplored](https://vmm0dj30.r.us-east-1.awstrack.me/L0/https%3A//www.wellbeingofwomen.org.uk/what-we-do/campaigns/menopause-xplored//1/0100019175aa89fe-c217ef0a-2590-4378-bbdb-e8e4358550d7-000000/HYNNx2oZp-tkpQhQnFEPOnZt8es%3D388). |

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Monthly focus banner****Menopause at work****Menopause |

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Menopause happens when periods stop due to lower hormone levels and effects anyone who has periods. Peri-menopause is when a person has symptoms of menopause but continues to have periods. Menopause is everyone's business. Partners, family members, managers and colleagues all have a role to play and may be impacted by menopause. Did you know.....?* Of the estimated 33 million people employed in the UK, nearly 6 million experience menopause
* The average menopause age is 51, with symptoms usually starting around 40  (peri-menopause)
* Symptoms can include: anxiety, mood swings, brain fog, hot flushes, sleep disturbance, joint aches and pains, lower energy, loss of confidence, weight gain, loss of bone density. For more information on symptoms visit: [Menopause - Symptoms - NHS (www.nhs.uk)](https://vmm0dj30.r.us-east-1.awstrack.me/L0/https%3A//www.nhs.uk/conditions/menopause/symptoms//1/0100019175aa89fe-c217ef0a-2590-4378-bbdb-e8e4358550d7-000000/axYi4eFuhY7O6NruNK0auO9OqKI%3D388)
* Around 8 out of 10 women report experiencing symptoms of varying type and severity. Symptoms usually last between 4 and 8 years, but can last up to 12 years
* 25% of working women consider quitting their jobs, 14% go part time and 10% leave work as a result of menopausal symptoms
* 46% will not disclose their symptoms to their employer due to fear of negative perception
* Menopause symptoms can be considered a disability at work

(Ref: [Benefits Of Supporting Menopause At Work | Menopause Friendly](https://vmm0dj30.r.us-east-1.awstrack.me/L0/https%3A//menopausefriendly.co.uk/menopause-at-work/%23demographic-case/1/0100019175aa89fe-c217ef0a-2590-4378-bbdb-e8e4358550d7-000000/b2YFZuP8PVtqEdWo3BdflLz1UAs%3D388))Is there a male menopause? No. The male menopause (sometimes called the Andropause) is a misleading term, because it suggests that the symptoms are the result of a sudden drop in testosterone in middle age, similar to the female menopause. Male hormones decline steadily from around the age of 30 - 40 years. Some men develop physical and emotional symptoms in their late 40's to early 50's including mood swings, loss of muscle mass, lack of energy, difficulty sleeping, poor concentration. Some of these symptoms may be attributed to lifestyle factors.

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| starBenefits of supporting colleagues going through peri-menopause / menopause:* Increased productivity
* Lower absence levels
* Reduced recruitment costs
* Attracting and retaining experienced talent
* Maintaining a diverse workforce
* Enabling women to continue to develop their career progression
* Reduced stigma and improved communication
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How to support your menopausal colleagues:* Run menopause awareness campaigns such as the [World Menopause Day](https://vmm0dj30.r.us-east-1.awstrack.me/L0/https%3A//www.imsociety.org/education/world-menopause-day/%23toolkit/1/0100019175aa89fe-c217ef0a-2590-4378-bbdb-e8e4358550d7-000000/Tpn1V7TMlfTg04N3OgVAIvRhKt0%3D388)
* Develop a menopause policy
* Develop menopause networks / support groups / champions in the workplace
* Deliver menopause awareness training for line managers and colleagues
* Provide menopause information and resources and signpost to local support
* Offer flexible working and consider time off to attend medical appointments
* Complete menopause risk assessments and offer reasonable adjustments
* Manage sickness absence and job performance to avoid discrimination (Equality at 2010)
* Provide access to Employment Support Programmes / Occupational Health

Campaigns

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| menopause dayWorld menopause day - Friday 18th October 2024Celebrate World Menopause Day to raise awareness in the workplace. Its a great time to start or reignite the conversation! (Menopause friendly UK). The theme for World Menopause Day in 2024 is Hormone replacement therapy (HRT). For more information from the International Menopause Society on World menopause day visit: [World Menopause Day - International Menopause Society (imsociety.org)](https://vmm0dj30.r.us-east-1.awstrack.me/L0/https%3A//www.imsociety.org/education/world-menopause-day/%23toolkit/2/0100019175aa89fe-c217ef0a-2590-4378-bbdb-e8e4358550d7-000000/z7Thzp4sMkeoUT5qP53TlN5-ZjM%3D388)  |

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The Heathy Workplace StandardsThe Healthy Workplace Standards (HWS) scheme was developed locally, based on a nationally and regionally endorsed good practice model and has operated since 2022. Unfortunately, an issue has recently been identified in relation to a breach of intellectual property rights relating to some of the structure and wording of the model. We have taken advice from Milton Keynes City Council legal team and are in discussions to resolve this issue as soon as possible.   Pending the outcome of these discussions we must reluctantly ask you to **cease all promotion and activity in relation to the Healthy Workplace Standards until further notice.** In the meantime, the Workplace Health Team will continue to provide guidance and support to workplaces. We will continue with our workplace event on September 24th, the monthly workplace health bulletin and maintenance of our workplace health web pages. We will also continue to provide information, resources and training opportunities and the Workplace Health and Wellbeing Service offer brochure.

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Thank you for reading our newsletter. If you would you like to be added to our mailing list or for more information on:* [Free training and workshops](https://vmm0dj30.r.us-east-1.awstrack.me/L0/https%3A//www.milton-keynes.gov.uk/health-and-wellbeing-hub/workplace-health-and-wellbeing-across-milton-keynes-bedford-borough-and-1/1/0100019175aa89fe-c217ef0a-2590-4378-bbdb-e8e4358550d7-000000/i_4jv-Hy3NCiQQ7I79u06rKbRJk%3D388) on a range of health and wellbeing topics
* A range of [information and resources](https://vmm0dj30.r.us-east-1.awstrack.me/L0/https%3A//www.milton-keynes.gov.uk/health-and-wellbeing/workplace-health-and-wellbeing-resources-and-services/1/0100019175aa89fe-c217ef0a-2590-4378-bbdb-e8e4358550d7-000000/g1_eiKFgUeyp5pLMc4u9L19Z9Zo%3D388) covering all aspects of workplace health

Please email the Workplace Health Team at public.health@milton-keynes.gov.uk |

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**Please do not reply to this email**Send all queries to **public.health@milton-keynes.gov.uk** |

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