

Menopause in the workplace workshop feedback

February 2022

In September 2021, TKAT HR began working in partnership with Menohealth with the aims to raise awareness of menopause, educate ourselves as well as others and understanding how we can support each other in the workplace.

Open to all TKAT colleagues, Menohealth offered a unique programme of ten weekly 30 minute online workshops (3.45pm to 4.15pm) which focussed on a different topic each week. These sessions were not recorded purposely to allow a safe place for employees to talk, have the chance to feel heard, understood and supported to manage their individual symptoms.

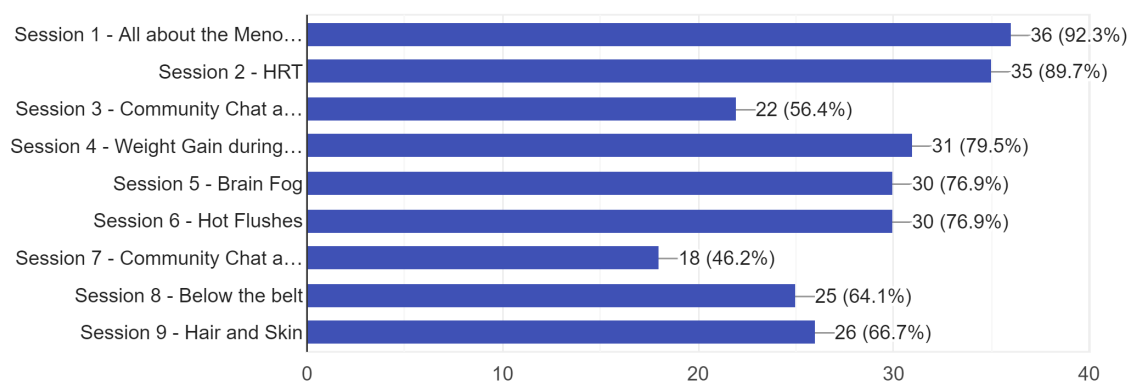
Following the completion of the programme TKAT received phenomenal feedback from attendees.

- 82.1% of participants said that 30 minutes workshop worked perfectly for them
- 92.3% of participants said that they would recommend colleagues attend the workshops
- 87.2% of participants said that they would be interested in attending further workshops

From the 39 responses from individuals who took the time to complete the voluntary feedback form, when asked what workshops did they participate in

Which workshops did you attend

39 responses



When asked which sessions did they find most valuable, responses (which were in free text form included)

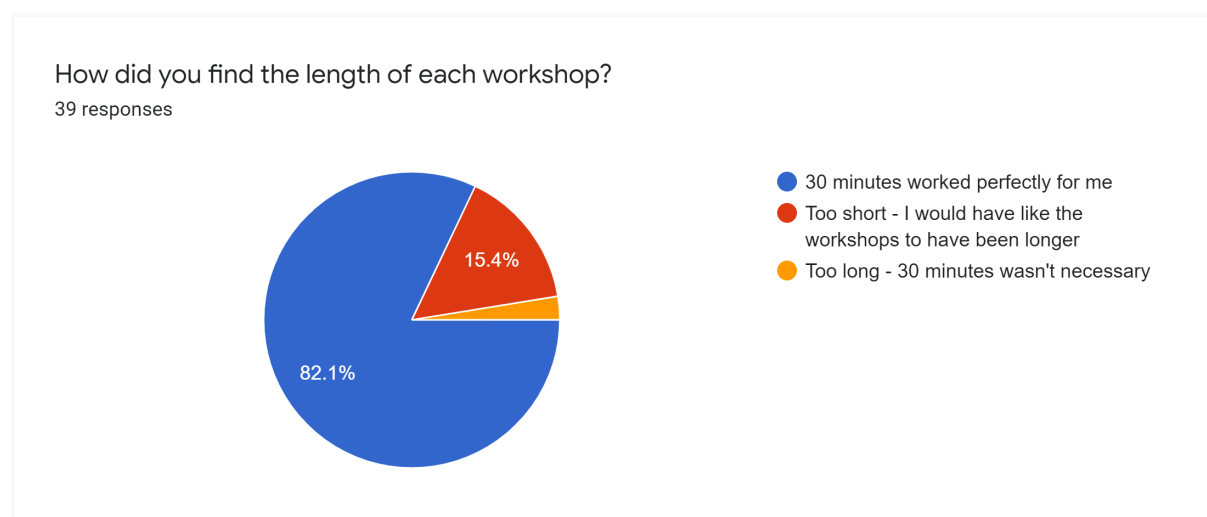
- All the sessions were really informative, so I can honestly say I got something from each session
- every session was excellent and informative, I would have attended more, but my diary did not allow it. it was amazing to have the support opportunity and consideration that support is needed

for women (and to help men better understand) as a high proportion of our workforce are dealing with some facet of menopause

- Brain fog was interesting with good tips. Knowing you are not going senile!
- HRT because it was interesting to get more up to date information on the treatments available and the dispelling of myths about the safety of HRT.

Not so valuable

- Community chat- I'm not one to share with people I do not know
- Community chat - needed more clarification on what these were about
- Community chat - more direction required
- Weight gain

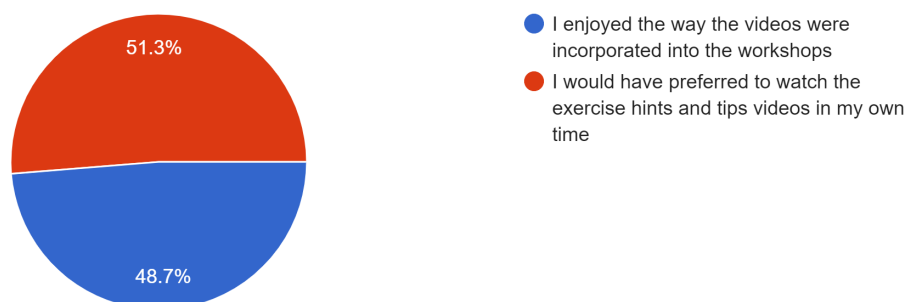


I asked a question whether these workshops were delivered at 3.45pm on a Wednesday. worked for individuals? This was a free text option and the majority of people stated that it worked well for them however constructive comments included

- I attend university every other week on wednesday and the times conflicted
- I would have preferred to attend after 4.30pm
- It is difficult to find the perfect time as being a technician, each day brings different challenges so I had to work around it. Maybe, a later start would have been beneficial for me.
- Later in the day would have been better for me as I sometimes had to listen whilst still working.
- not always convenient at 3.45 as I don't finish until 4pm and it isn't always easy for me to leave the office and get home before the session starts hence I missed a couple of sessions
- Perhaps 4pm to allow more time for me to get home first

Did you find the exercise videos useful?

39 responses

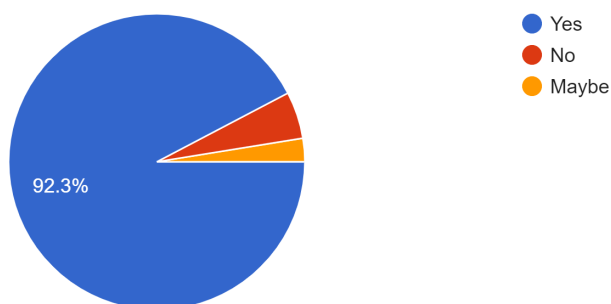


The feedback form asked individuals to comment on Ali and Julie delivery of the sessions. This was a freeform text space and comments included:

- They were superb. They made you feel comfortable and were extremely comfortable. They both delivered the sessions very clearly and concise. I enjoyed listening to them.
- Both were excellent in their delivery, and allowed time for questions
- Very informative, felt like I was having a chat with a friend
- Yes, they were informative and felt comfortable asking anything if needed
- Perfect presenters for this subject - sensitive, knowledgeable and trusted them.
- They were very good, exceptionally calm and professional and really kind with the perfect level of humour making me feel very comfortable
- Both very good. Interesting, informative and made me 'normal'
- They were informative but I felt that a lot of what they were telling me was common sense
- They were both very supportive about a sometimes tricky subject. Where attendees may have felt uncomfortable or embarrassed, I felt they put everyone at ease.
- I felt the information and delivery were pitched at a level which was easy to understand - thank you to them both.
- They were fabulous and I learned a lot of things I did not know. Very helpful
- Yes I thought they were great. Very informative, great to be able to ask them questions. I felt very comfortable and looked forward to the sessions.
- Julie and Ali delivered the content was great. It was clear, no questions unanswered and I felt at ease which was great. Thank you.
- Delivery was informative and i felt very comfortable with talking and listening about different symptoms of menopause.
- Their delivery was just right .They made you feel relaxed with lots of information.
- Very professional but friendly delivery from both. Felt comfortable asking any questions if I had them.
- Very knowledgeable ladies. Made me feel very comfortable about talking when I was in breakout groups with them. Enjoyed the sessions. Thank you!
- Very relaxed, honest and delivered in a timely, unhurried way. Very reassuring thank you
- Brilliant. A really enjoyable and informative experience. Well done Ali and Julie.

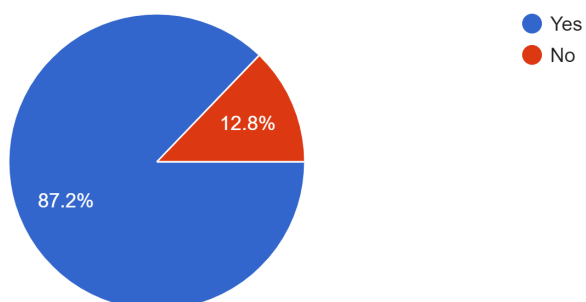
Would you recommend your colleagues to attend these workshops if they were run again?

39 responses



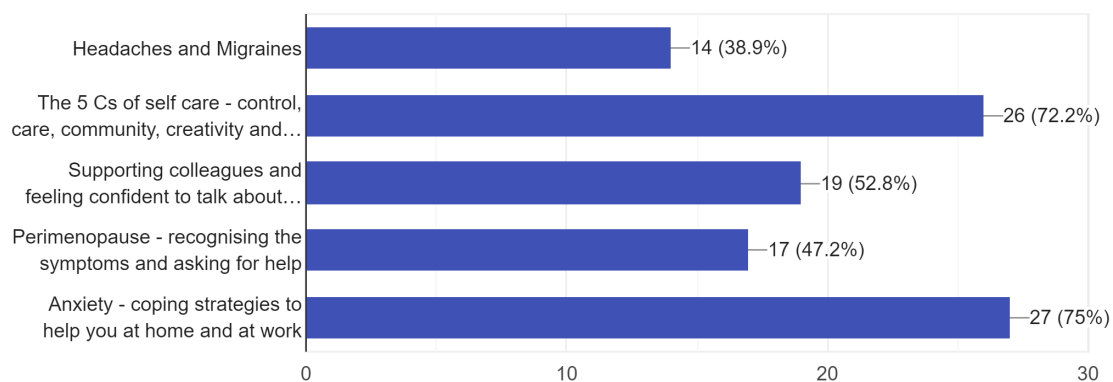
Would you be interested in attending further workshops about the menopause?

39 responses



Would any of the following topics interest you? (Tick boxes relevant to you)

36 responses



And the final question (again a free text box) asked individuals to write down in a few words on their overall experience.

- I am very grateful for these free sessions that were extremely informative. I would welcome sessions on other topics that may be relevant to me. I would like to thank the Trust for offering these sessions to us.
- This is a hot subject at the moment with more and more women coming forward and sharing their experiences, although there is a long way to go I think this course would have been life changing for some, enabling them to have the courage to speak out and get the help they need. Thank you for the opportunity to be part of this.
- Excellent Information, gave me the courage to push doctors into helping with many problems relating to Peri-Menopause.
- I was extremely pleased that the trust acted upon this very key issue so quickly as there had been a lot of discussion started in the media etc. I had wondered if there was a trust menopause policy and then these sessions were put on. Very timely and most appropriate. I feel so much stronger knowing this information and it will help a lot of people. We should also be teaching our young women about this subject in schools.
- It was refreshing to have these courses run by my employer. Most of my friends, outside of TKAT, have said how lucky we are to have had these. It would be good to see all managers attending this course (or something similar) as a mandatory requirement. It would be good to offer this course to men in the Trust!
- I am very pleased to have signed up and to have taken part and have gained a good amount of knowledge and feel forewarned for things to come and clearer about what's already happening to me as a 51 year woman - the community feel and empowerment was second to none and I am very grateful to all for delivering such a comprehensive amount of information in a relatively short space of time with all the follow up information being on hand on a shared drive. Brilliant all round - thank you!
- It was good to know that the problems experienced are recognised and being addressed. Symptoms that are being experienced are widespread and you are not alone.
- So pleased that this is being addressed as it affects so many people and often they suffer in silence. Appreciate the well being issue being covered by employer
- These workshops were so very helpful, explaining a subject that I knew very little about. Just at the beginning of my journey (into perimenopause) I feel more informed and ready to accept the challenge!
- The timing of this course was ideal for me. TKAT again are aware of current issues and topics and the menopause has certainly become more of a talking point recently in our society. I'm grateful for having the opportunity to learn more about it and that it could be easily slotted into my working day. It has already helped to educate myself and the people around me - they too have been impressed with the course offer as I'm sure not many work places are delivering these types of sessions. Thank you!
- I have to say these support and discussion workshops gave me the courage to speak to my practice nurse and to be honest it put me on the course of treatment for me. So thank you for putting this on.
- Thank you for giving me this opportunity to be part of these sessions. I feel that in my place of work these sessions should be promoted and maybe there should be time allocated to teachers

for this during their after school time. Also cover should be offered to staff who work in the After School Club so they have the opportunity too. I have understood more aspects of the menopause now and feel happy to talk about it openly.

- After the session it opened up conversation in my house with my husband and children which was fantastic. I would like to be able to join in the above sessions if they run as gaining knowledge and understanding is so important not only for myself but to help others too. Have a beautiful day!
- This was a very informative course, the ladies made it easy to follow, easy to relate to and also made you feel like you were not on your own. Being able to answer questions anonymously was also good
- So helpful to have an opportunity to be able to discuss and share experiences and also to hear expert advice. Getting the menopause out there and discussing it in the workplace can only be a good thing.
- I really enjoyed finding out all about menopause which gave me the confidence to contact my doctor and get myself sorted. Thank you all so much.
- Thank you for running this course, i felt I was more informed by the end of the course and it also opened conversations within the workplace with colleagues, especially slightly younger ones who hadn't really thought about how the menopause could affect daily working life.
- Fabulous that the Trust I work for understands and has taken the time to invest in us.
- Everyone needs to understand - I would suggest a 'shorter' version for men be created.
- It's great that the Trust recognises that, with a large female workforce, addressing issues that affect women is vital. These menopause sessions and the Women in Leadership conference show TKAT value their female workforce. It would be great if the male staff could attend too!
- Very informative, kind and open. Lovely ladies both from menohealth and tkat. Could do with more such courses generally where experiences could be shared. It makes them more relevant and real, rather than hypothetical. Thanks for providing the course and valuing your employees
- I feel normal rather than isolated and more confident to ask colleagues if they have similar symptoms. Would like to have a quick break mid-afternoon when those bad moments are happening, even if it is a toilet break or refresh as having hot flushes.
- I was a bit hesitant at first but felt more welcome and a sense of place as the sessions went on. A great safe place with the information I needed and friendly people.