



# Menopause Network

**Employer:** Newcastle Building Society (multi-site)

**Area:** Menopause Network

**Theme:** World Menopause Day



Within Newcastle Building Society, the Menopause Network has organically grown over a number of years. This year, it was formalised under our DE&I 'Place to be You' Strategy as a formal network with an Executive Sponsor and Steering Committee.

The Executive Sponsor and Steering Committee were elected and communicated to the business as part of World Menopause Day celebrations where they held an in-person event at Head Office on Tuesday 17 October 2023. The event was opened by Manila McLean, Executive Sponsor and was aimed at colleagues and line managers across the business as well as local North East businesses.



During the event, the Network shared their purpose which is to,

***" To raise awareness of menopause, remove stigma associated with talking about menopause and provide a forum – a safe place for colleagues to talk about menopause, offer support, guidance and share experiences. "***

They shared some of the work they are doing to become a menopause friendly organisation which included:

- Continuation of the monthly coffee and chat drop in session
- Delivery of Menopause Awareness sessions across the business
- Continuation of the 'Look good, feel good' baskets at all sites
- Introduction of USB desk fans
- Change in Branch Uniform
- Change to the absence policy to record menopause related absence
- Menopause Awareness Leaflet which was launched at the event
- Thriving Viva Engage Menopause Community with 286 members
- Increased Network membership of 49 colleagues
- Launch of the consultation on the draft Menopause Policy, supporting Line Manager Toolkit and Menopause Resource Hub for colleagues.

The event was supported by Tracy Patterson from Henpicked: Menopause in the Workplace who delivered an informative session and addressed some of the myths that exist and prevent people from seeking support.

Following this, a Q&A took place with a number of Network members who shared their personal experiences. The event closed with an opportunity to grab a cuppa and cake, and visit a variety of stalls which included Reiki, CBT, Holland and Barrett, Aromatherapy with a complimentary massage and nutritional advice from a qualified nutritionist.

Over 75 colleagues attended the event, together with representatives from North East organisations including the NHS Integrated Care Board, EE, Sage, NU Foundation, Onyx IPCA and North Tyneside



Council. As a result of attendance at this event, we are exploring opportunities to collaborate on health screening and checks with the NHS Integrated Care Board and provided advice to North Tyneside Council on introducing a Menopause Policy and Menopause Champions.

Following the event and conclusion of the consultation on the Menopause Policy and Line Manager Toolkit, this was launched to the Society on Monday 11 December 2023.

The Menopause Network ended the year on a high with 9 nominations for our Time to Shine awards under the category of 'Fostering inclusion, diversity and positive change at work and in our communities.'

Some of the comments shared by colleagues about their event included,

***"Very insightful and reassuring that the Society is putting measures in place to support colleagues."***

***"Excellent session. I've learnt so much and it was great to hear about other peoples experience. I will definitely be going to see my GP."***

***"So many takeaways! Tracy is so knowledgeable, I have learned so much from this session. Tracy was clear, concise and clearly an expert in her field. She had the audience fully engaged. Thank you."***

***"Brilliant session. Really informative and educational. Session has motivated me to invest in my self care and health while going through this change."***





# Menopause Network

## Year End Round-Up

### Meet our Menopause Network Committee



Chair: Lee Whittington  
Co-Chair: Michelle de Freitas  
Committee Lead: Lynne Wright  
Team Sponsor: Nicola Moxon  
Secretary: Nicola Wright  
Events Lead: Nicola Moxon  
Training Lead: Suzanne Hill

### Our Menopause Network

#### Network Purpose

To raise awareness of menopause, remove stigma associated with talking about menopause and provide a forum – a safe space for colleagues to talk about menopause, offer support, guidance and share experiences.



**49**  
Menopause Network Members



**286**  
Viva Engage Community Members

### Menopause Policy

“ We will create a menopause friendly workplace through an open, inclusive and supportive culture.

We will create an environment where you feel comfortable speaking about how menopause-related symptoms may be affecting you at work and enable you to ask for the support you need to help you manage your symptoms.

This includes all stages of menopause - perimenopause, menopause and post menopause. ”

### What we've achieved so far...



- Introduction of a menopause policy
- Introduction of 'Look good, feel good' baskets at Cobalt & in branches
- Sourcing of USB desk fans
- Network members had input to branch uniform selection (fabric/clothing)
- Change to the absence policy to include menopause as an absence reason
- Delivery of menopause awareness sessions for EXCO, managers, colleagues and at induction
- Introduction of monthly coffee & chat meet ups
- Menopause information leaflet
- World Menopause Day Event in 2023
- 0 Time to Shine Nominations in 2023

### What we're working on...



- Review & update of other HR policies to incorporate menopause
- Renewed Menopause Friendly Accreditation
- Further development of Viva engage community page
- Update of Menopause Bridge page
- Wellness room at Cobalt (along with other networks)

