



Ashley Kate
HR & Finance

HR Director Boardroom

August 2021

EVERSHEDS
SUTHERLAND

Jardine-White Consulting Ltd

INTRODUCTION

Ashley Kate HR & Finance along with Eversheds Sutherland (International) LLP have been coordinating HR Director Boardroom events for over 10 years. Each year we invite influential HR Directors to talk openly about topics pertinent to the HR Community.

The idea behind this format is to bring HR Directors together in a boardroom to discuss and debate the topic presented; Partners of Eversheds Sutherland (International) LLP chair these meetings.

Since the global pandemic, we have adapted the HR Director Boardroom and Employment Law Updates events to an online video platform, to ensure we are still supporting the HR community. The first of which took place in June 2020.

This workshop was presented by Jacqueline Jardine, owner of Jardine-White Consultancy.

"Menopause at work: changing minds about changing bodies"
© MIPO

Following is the summary from this session. If you are interested in joining one of these events or would like to be considered as a guest speaker, please get in touch with:

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DISCUSSION TOPIC

"Menopause at work - changing minds
about changing bodies" © MIPO

Presented by Jacqueline Jardine, owner of
Jardine-White Consultancy.



SUMMARY

Menopause at Work

“Changing minds about changing bodies” © MIPO

Jacqueline Jardine



We focused on:

- Increasing awareness of what is Menopause; the phases of Menopause and some of the 48 documented symptoms
- Understanding how the Menopause could impact business: since 4.5 million women in work are currently transitioning and the legislation this would relate to
- Identifying how you could support individuals and your business on this journey. Small accommodations having the biggest impact



How women in work from all levels, across different industries that are transitioning or have transitioned through the menopause feel.

- “Boiling”; “freezing”; “exhausted”; “unsexy”; “frustrated”; “isolate”; “scared”; “helpless”; “vulnerable”; “like someone has turned me off”
- 25% of women will have no symptoms; 25% of women will have significant and bothersome symptoms



The facts:


- **Menopause** - unique journey for every woman.
- **No period for 12 months; ovaries stop producing eggs**
- **Perimenopause** – transition stage prior to Menopause – typically starts 45 and lasts 5-10 years
- **Early Menopause** – between 40-45 (5% of women)
- **Premature Menopause** – before 40 (1%)

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Through the lens

It's ok



- It is OK to be curious and ask about my experience of Menopause
- To say “how can I help?”
- To ask for resources or recommendations for how you can find out more
- To use the word Menopause at work, and for employers to own it, recognise it and engage around it
- To express what you are noticing and ask what may help

It's not ok



- To judge me on one moment of brain fog and assume that I can no longer perform
- It's not ok to say “she's just of an age”
- To assume every women experiences the same thing; every women's experience will be unique
- To brush it under the carpet
- To discuss my symptoms of the Menopause using the word “just”. “It's just the Menopause”. For 75% of women there is no “just about it”

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Last thoughts

“ 1 billion women will be in menopause globally by 2025, that's equivalent to the whole population of India”

What are you doing to influence your organisations to be a more menopause supportive workplace?

1. What do you have in place ; who owns it ; what's your baseline?
2. Existing well-being policies: Could you do a health check on your existing policies?
3. Strategic considerations with your boards/senior leaders
4. Training: Who, how, when and how often

Useful Resources and professional guidance:

- [ACAS](#) (October 2019)
- [CIPD](#) (March 2019)
- [EMAS](#) (May 2021)
- [MIPO](#) (January 2019) - www.menopauseatwork.org
- GenM – <https://gen-m.com>

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FEEDBACK

“Very interesting and thought-provoking event.”

“I really enjoyed the interactive nature of the session.”

“A great session, I liked the mix of breakout groups.”

“A well organised and thought-provoking session.”

“Great speaker, interesting topic and a well organised event.”



JACQUELINE JARDINE



I have a heart-felt desire to help people. Throughout my career, from starting out as an HR generalist with Sainsbury's over 28 years ago to starting my own business 11 years ago, my mantra has been "It's all about applying a human approach to 'people management' and putting the 'H' back into Human Resources." Put simply, I don't have a typical HR and development view of things".

I founded my own business in 2011, Jardine-White Consulting which offers HR services, learning & development support, and business coaching... with a difference. Our solutions are bespoke and specifically tailored to the needs of the business, of course, and very much focused on respecting the human element too. We work with individuals, within teams, within small, medium or large-sized businesses, always seeking to ensure that both business and people need to shape our methodology.

[Connect with Jacqueline on LinkedIn](#)

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