



World Menopause Day Coffee & Chat

Employer: Cleveland Fire Brigade (MULTI-SITE)

Area: Health Fitness and Wellbeing

Theme: Menopause



Cleveland Fire Brigade have a women's staff network which is ran and attended by members from all different departments across the Brigade. This is a brilliant network for staff to connect, brainstorm and share experiences and new initiatives. On Tuesday 18th October it was world menopause day so the women's network held a Coffee and chat afternoon. This was an opportunity for women and men to come along and speak about any experiences they may be facing them



selves or family and friends. It was also an opportunity to ask any questions they may have around menopause. We also had a few colleagues who spoke around their personal experiences with menopause.

This was a really successful session with lots of advice and facts shared. The feedback from staff who attended the session was very positive. All feedback was anonymous due to the sensitive nature of the discussion.

"Watch Manager Katie Love who ran the session said: "This was a really successful session and I like to think everyone took something away from it." "

All staff who attended were given an information pack 'Menopause and Me' Written by Dr Louise Newson. This provides lots of useful information around what is menopause; symptoms; long-term health problems that may arise due to menopause; treatments; lifestyle changes and common HRT myth busters.

Cleveland Fire Brigade has also developed a guidance note around Menopause which outlines the approach that the Brigade will take in the support of employees experiencing menopause. Women make up 18% of the Brigades workforce and there is a need to better understand the menopause process and any possible indications on health at work. Recent research has identified that most women have some or no difficulties working through this transition period; however 5% of women report having severe difficulties.

"I'm really pleased that the session was available and that also that 4 male members of our team attended as they may also be directly, indirectly affected and can spread awareness." Anonymous, employee of Cleveland Fire Brigade"

"This topic is so under discussed. Fantastic that this has been raised and discussions opened in the workplace. I believe regular sessions should be available to keep the discussion relevant/mainstream and allowing changes and improvements to happen where needed in the workplace. More meetings please!" Anonymous, employee of Cleveland Fire Brigade"

"A fabulous opportunity to learn about menopause and other colleagues' experiences." Anonymous, employee of Cleveland Fire Brigade"



"It was helpful and eye opening, you never know what people are going through!" Anonymous, employee of Cleveland Fire Brigade"

