



Menopause Pledge

NWSSP has signed up to the Menopause Workplace Pledge. Women make up nearly half of the UK workforce, but many feel forced to reduce their hours at work, pass up promotions and even quit their jobs due to lack of menopause support. If people affected by menopause feel supported at work, it can help to increase staff retention, reduce recruitment costs, improve productivity, happiness, and wellbeing, and ensure a more diverse workforce.

In signing the Menopause Workplace Pledge, NWSSP commits to:

- Recognising that the menopause can be an issue in the workplace and women need support.
- Talking openly, positively, and respectfully about the menopause.
- Actively supporting and informing our employees affected by the menopause.

Throughout the year we hosted Menopause Awareness in the Workplace training sessions in collaboration with external speaker, Jenny Griffin. The NWSSP Menopause Café meets remotely via Microsoft Teams each month. The offering to staff is an online safe space, with friendly colleagues, who are invited to attend and chat about all things Menopause. The Café also has a Microsoft Teams channel where resources, tips and information are shared and there is a Menopause Support Page on our Staff Health and Well-being intranet.