

'Everyone welcome'

How Enhancing your Menopause Support Drives Inclusion



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A menopause policy

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Peer to peer support

1:1 expert support

Meet the expert:

Kathy Abernethy **Peppy's Chief Nursing Officer**

Kathy is a highly-qualified and experienced menopause specialist and Peppy's Chief Nursing Officer. She is a founding member, current Trustee and the past Chair of the British Menopause Society (BMS).

Through her work, Kathy raises awareness of the impact of menopause and connects people to personalised, expert-led menopause support.



Why is everyone talking about menopause?



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An estimated 14 million working days are lost every year due to time taken off to alleviate menopause symptoms

77%

of HR departments believe that menopause support should be available to everyone that needs it

and yet 23%

of HR decision-makers do not currently have a menopause policy in place, and are not considering it



The gaps in menopause support are impacting your people...

100% of women will experience menopause

3/4 of those going through menopause experience symptoms

Only **22%** of employees have spoken about menopause in their workplace

59% feel that their menopausal symptoms have a negative impact on their work

70% say they feel uncomfortable talking about menopause at work

...and your business too

Preventable attrition

1 in 4

will consider leaving their job because of menopause symptoms and 1 in 10 actually do

Engagement and productivity

40–60%

suffer from brain fog as a result of menopause

Reduced productivity

30%

have taken sick leave for their symptoms

Decreased engagement

1 in 3

will consider reducing hours

How your employees are feeling

"I was at a complete loss and my confidence at an all-time low."

"I worry about discussing my symptoms at work. I don't want to be judged or misunderstood"

"My symptoms are affecting my everyday life - both at home and at work. I don't know how to manage them"

"Since starting menopause, I've had difficulty concentrating and have experienced brain fog."

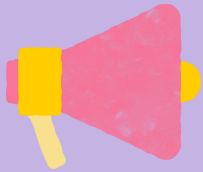
"I feel anxious all the time. This is affecting my sleep, my relationships, my work and I don't know where to turn for support"

**Supporting your
business starts with
supporting your
greatest asset:**

Your people



But what exactly is menopause?



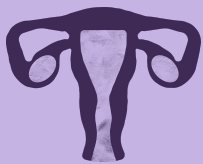
When your periods stop and reproductive capability ends



Mainly between 45 -55 years old



Average age is 51



1% of people will be under 40 years old (premature ovarian insufficiency)



Symptoms can last for a number of years



Also known as 'perimenopause' and 'the change'

**3/4 of those going through
menopause experience
symptoms**



Menopause

Physical symptoms

Flushes and sweats

Headaches

Fatigue

Joint pains

Palpitations

Sleep problems

Skin itching

Restless legs

Intimate discomfort

Bladder symptoms

Dry mouth/eyes





Menopause

Mental symptoms

Poor memory

Concentration issues

'Brain fog'

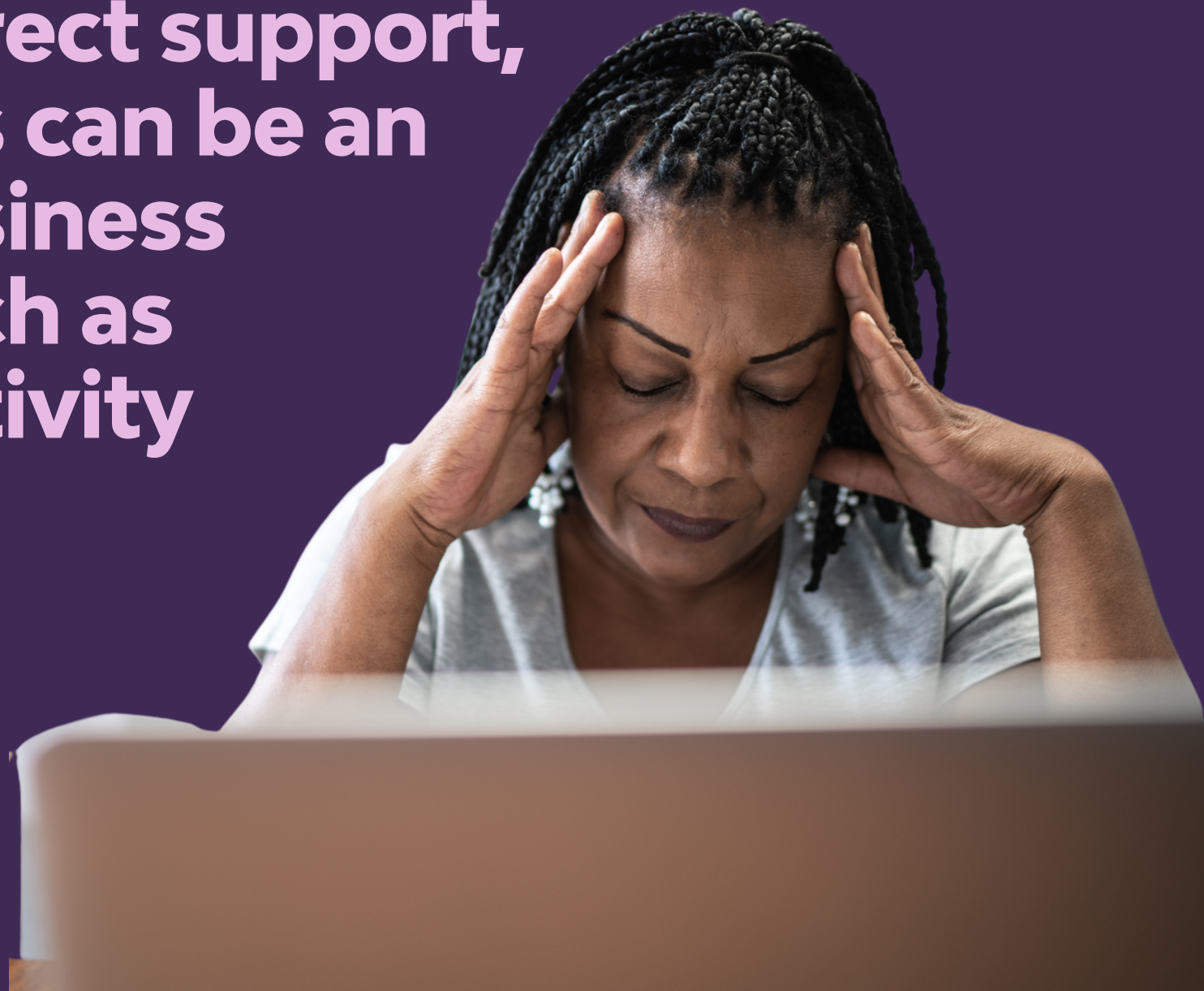
Low mood/ mood swings

Irritability

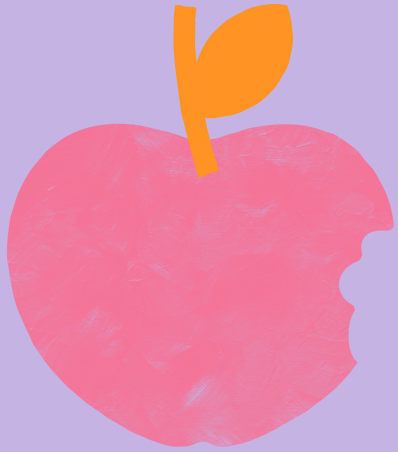
Feelings of anxiety

Tearfulness

**Without the correct support,
these symptoms can be an
issue to your business
with impacts such as
reduced productivity
and increased
attrition**



What influences symptoms?



Diet and lifestyle



Stressors



Support



Culture and attitudes

Steps for HR and benefits professionals

Start the conversation

appoint a menopause champion

Ask your colleagues

send out an anonymous survey

Educate line managers

educate your team with knowledge

Provide accessible support

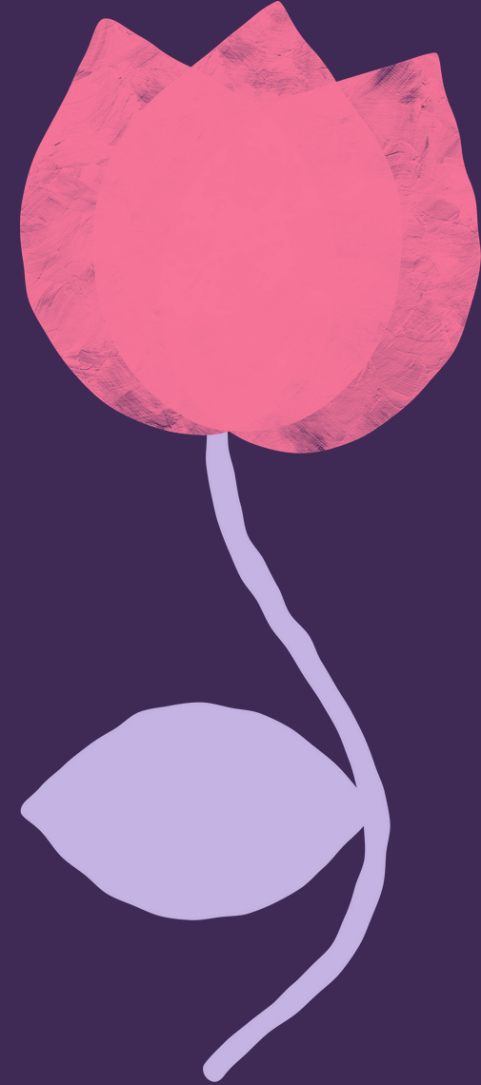
provide personalised, easy to use support



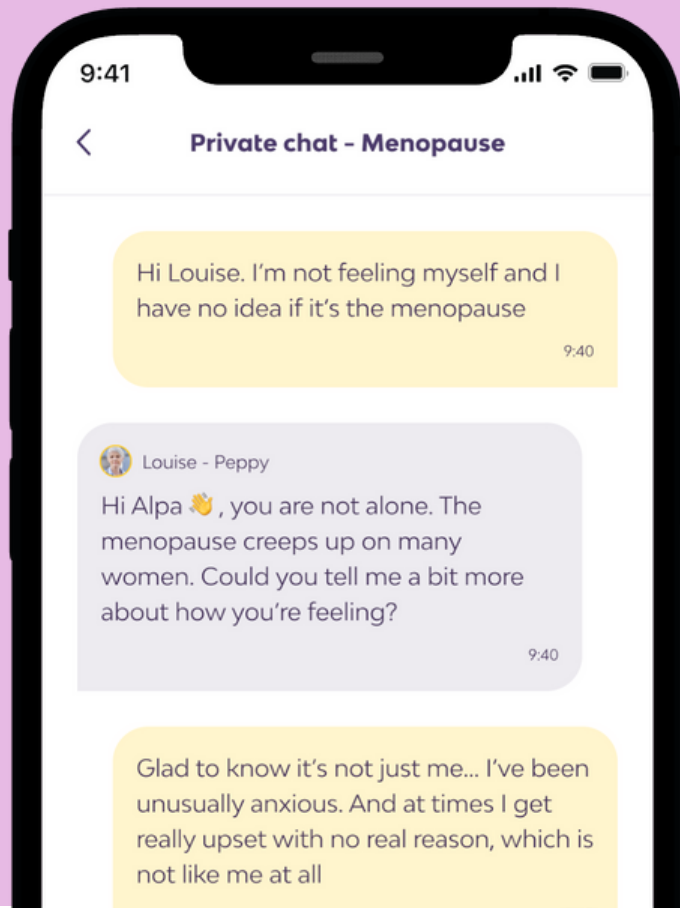
Employer brand

Women of menopausal age are the fastest growing demographic of the UK workforce.

Once you have menopause support in place, shout about it! Position your organisation as a gender-diverse, forward-thinking, inclusive employer to attract and retain top female talent



Confidential Accessible Personalised



Support from human experts

One-to-one virtual consultations

Group chat and support

Mental wellbeing support

Guidance for symptoms and treatment

One-to-one chat with an expert

Achieve your cultural and commercial goals when you give your people access to Peppy's support



Health and wellbeing

Help employees improve their mental and physical wellbeing

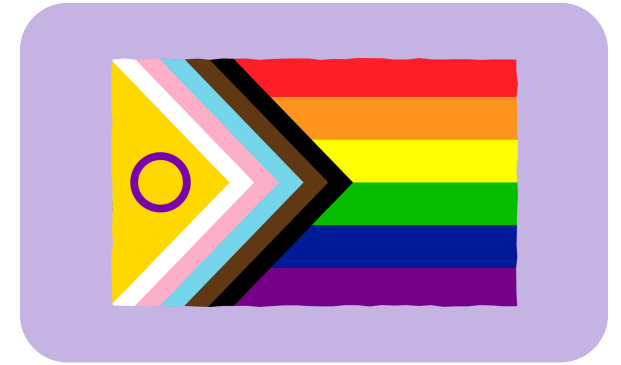
Prevent a problem from becoming a crisis



Employer brand

Build a brand people are proud to work for

Take steps to improve gender diversity and close the gender pay gap



Diversity, equality and inclusion

Promote gender and generational diversity

Support all experiences of menopause, family planning or growing and early parenthood

How employees are feeling with Peppy menopause support

"The advice and support I've received from everyone at peppy has been brilliant! Thank you"

"We have a group chat at work and it always says how excellent Peppy is as a whole but it is a real bonus having the ability to talk to someone face-to-face who knows what they are talking about. I feel so lucky to have this service available to me. Thank you so much."

"I have to say that the service Peppy offers and having you all to talk to has been a life saver - I always felt I could reach out and know someone would be there to help - so thank you to you all and all you"

"Our conversation really helped to give me information, facts and options and empowered me to have a slick and informed conversation with my GP"

"I'm so grateful for your advice and help, I would not have had the confidence or knowledge with out it. Thank you again"

"Your team helped me make sense of hrt and what to ask the doctor for as well as supporting my mental health. It's only been a few short weeks but made a world of difference"

Top companies are already offering menopause support with Peppy



NatWest
Group

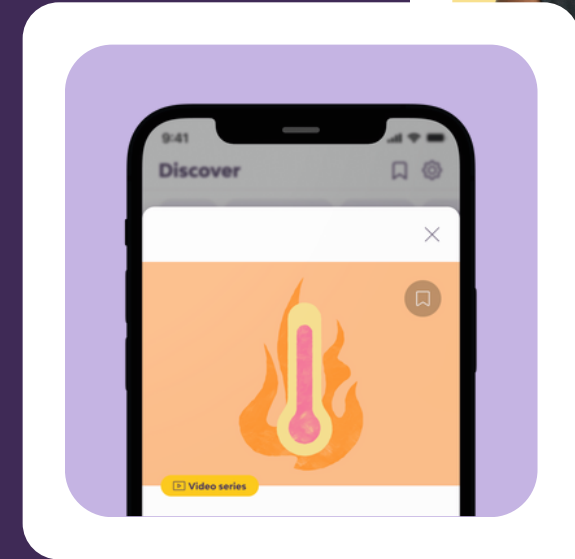


Santander support their people through menopause

"Menopause isn't just a women's issue, it's a workplace issue."

Theresa Winters

Senior HR Manager Employee
Experience Proposition at Santander UK



Two years post-launch, and Santander employees still love Peppy



Since downloading Peppy...

90%

felt more positive about Santander as an employer as a result of receiving menopause support with Peppy

94%

said they would recommend Peppy's menopause support to a friend

76%

said their menopause symptoms had improved and that they felt more confident on their menopause journey

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