

Business launches menopause support event

A West Midlands business specialising in retreats for professional women is launching its first dedicated menopause retreat.

Secret Warriors, which is run by banking duo Lisa Webb and Ange Terry, is running the event to encourage more employers to consider introducing menopause-friendly working environments to support their female workforce and their colleagues.

The event is taking place on March 18 at a venue in the Cotswolds and is open to business leaders, managers, HR professionals and those leading on wellbeing or equality and diversity within their organisations.



Webb said: "All women will go through the menopause in their lifetime. The stage beforehand - the perimenopause - can last up to 10 years and can produce some unpleasant symptoms for some women, making it difficult for them to carry out their roles effectively. In some cases, women who have held very senior positions within organisations, have quit their jobs for fear of not being able to perform efficiently.

"It's important that employers recognise the challenges that most women face and think about introducing guidance and practical solutions which acknowledge that additional support may be required during this time. With an ageing UK workforce, more women will be in employment during this period of their lives, so it's important to create a culture where employees are encouraged to talk openly about the menopause and feel supported in their workplace."

Secret Warriors are delighted to be partnering with Talking Menopause who has educated over 6,000 employees from more than 50 organisations from Barclays to BT, Avon & Somerset Police and University Hospitals Birmingham.

Sarah Davies, director & co-founder said: "Every employee needs relevant information, support and the confidence to have a menopause conversation at work. Too many women are suffering in silence and feel alone at work."

The aim of this event is to help managers, business Leaders and HR professionals gain a practical understanding of the menopause and explore what level of guidance and adjustments could be made to support their female workers and managers.

Webb said: "There are some amazing women out there - for example, Dr Louise Newson and Diane Danzebrink who have been working tirelessly to provide better education on the menopause.

"Diane launched the 'Make Menopause Matter' campaign in Westminster in October 2018 asking the Government to recognise at a national level, the need to ensure better care and support for the future.

"In the summer of 2019, Diane and her colleagues were successful in achieving their first aim of getting menopause included in the new RSE curriculum in secondary education. There's more work to be done but the campaign is building and already has over 96,000 signatures."

Anyone interested in attending the event can find out more by visiting –
www.secretwarriors.co.uk/survive-and-thrive-through-menopause

Pictured: From left, Ange Terry and Lisa Webb. **Photo credit Mark Scott, Black Star Photography*