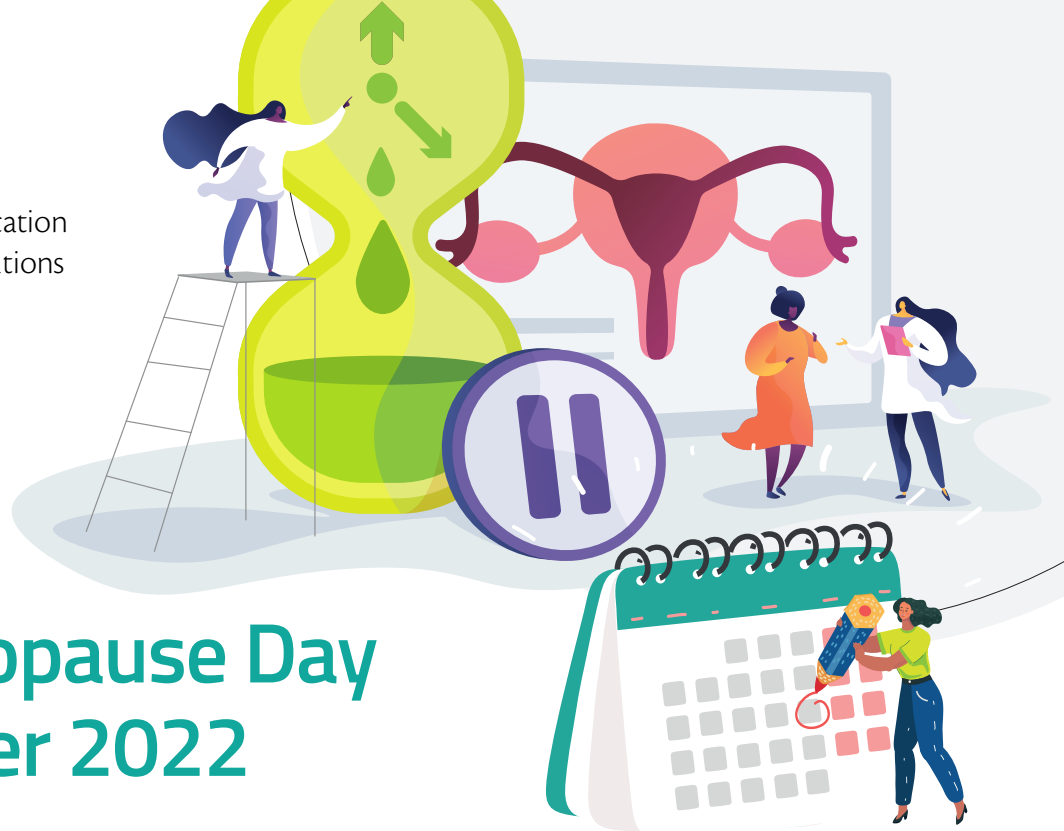




World Menopause Day 18th October 2022

The theme for this years' World Menopause Day is Memory & Cognition. We would like to take this theme as an opportunity to discuss how the menopause can affect people at work and openly talk about the subject.

Women commonly report memory and cognition issues in menopause;

- Cognitive changes include: the reduced processing speed and reduced verbal memory.
- Memory changes include: loss of short-term recall and longer term / delayed recall.

There are approximately 13 million peri or post-menopausal women in the U.K. Reportedly, women can experience symptoms of menopause or perimenopause for years before getting the right diagnosis. Unfortunately, many women seek medical support and are commonly misdiagnosed with depression and other medical conditions.

Results from a survey of over 4000 women in May 2022 found that 8 in 10 women said that their employer hasn't shared information, trained staff, or put in place a menopause absence policy & 1 in 10 women working during the menopause leave their job due to menopause symptoms (Fawcett Society).



According to the NHS, menopause and perimenopause symptoms include;

- Low mood, low self-esteem, mood swings and anxiety.
- Problems with cognition or concentration causing 'brain fog.'
- Itchy and dry skin.
- Muscle aches and joint pains.
- Headaches and migraines.
- Heart palpitations.
- Difficulty sleeping.
- Sudden feelings of hot or cold.
- Recurrent urinary tract infections.
- Vaginal dryness and pain.
- Reduced sex drive and or pain during sex.



10 ways to protect your brain. Some seem obvious but still important.

-  Look after your heart - a healthy heart and healthy brain intrinsically linked.
-  Get regular health checks to check blood pressure and risk of diabetes.
-  Keep a healthy weight with BMI between 18 - 25.
-  Cut down on starchy, fatty, sugary foods and opt for more fruit and vegetables.
-  Engage in regular physical activity - minimum of 150 minutes of moderate physical activity per week.
-  Get enough sleep.

-  Stop smoking and drink in moderation.
-  Try to avoid pollution and passive tobacco smoke.
-  Challenge and exercise your brain by, for example, learning a new skill.
-  Stay connected - social interaction helps to keep your brain healthy.

Fusion Education People Solutions are proud members of the Menopause Workplace Pledge. We are committed to supporting those affected by the menopause. Having the right tools to support women during this experience can help improve happiness and wellbeing, productivity, ensure a more diverse workforce, increase staff retention and reduce recruitment costs.

For information on how Fusion Education People Solutions can support your organisation with the menopause contact us on **01924 827869** or email **HR@feps.co.uk**

