



Empowered

At South Gloucestershire and Stroud College

How we help all those going through the Menopause continue to thrive



Your Journey. Our Commitment.

**We support all of our staff at EVERY stage in their career,
at South Gloucestershire and Stroud College.**

The community at SGS College is very diverse and we're committed to providing an inclusive and supportive working environment where all staff can thrive - especially when they are going through life transitions such as the menopause.

We're fully aware that the journey through the perimenopause, menopause and postmenopause stages will be different for every individual - some women may only experience mild symptoms while other women can struggle with more severe and prolonged ones.

We respect and support the individual paths each individual choose to take, whether it involves hormone replacement therapy (HRT), natural remedies, or other medically advised routes. We strive to create an environment where conversations around menopause are open, informed, and free from embarrassment.

The support we offer is not required by law – it stems from a genuine recognition of the importance of promoting menopause awareness and support. This guide outlines how we do this in practice.

Emotional Support

Helping you cope with the feelings

Most women going through the menopause transition find the experience emotionally difficult. The reduction in reproductive hormone levels can induce a wide range of unexpected mood swings – everything from irritation to sadness, heightened anxiety to loss of confidence, inability to concentrate to extreme fatigue, forgetfulness to loneliness. We take a proactive and supportive approach to help staff deal with these challenges.

Confidential meetings and support

Access to private discussions with line managers (or if not possible, HR), ensuring a supportive and understanding environment for expressing concerns and seeking advice.

Menopause champions

A designated Menopause Champion at each campus available to listen and support you.

Peer support group (Online)

Opportunities to connect, share experiences, and gain reciprocal support from colleagues who understand the menopause journey.

'Feeling Flush' peer support group (Campus)

Meet up in person and feel supported by your peers, refreshments provided!

Group coaching sessions

Expert-led sessions offering lifestyle strategies for symptom management, focusing on stress reduction, sleep quality, nutrition, and exercise, all based on the latest scientific evidence.

Online Coaching (recorded videos)

Expert-led sessions on how to overcome insomnia as well as stress and anxiety management. All pre-recorded for you to watch in the comfort of your own home.

Open dialogue in the workplace

We try to encourage an open dialogue about menopause, aiming to normalise the conversation and educate our entire community.



The background of the page is a stylized illustration. At the top, there are white clouds against a teal sky. Below the sky is a dark teal band representing water, where a person is swimming. A white ladder is visible on the left side of the water. The bottom of the page shows a green landscape with several stylized trees of varying sizes and colors (green and yellow).

Practical Solutions

Helping you work around the challenges

We take a number of practical steps to help minimise the physical effects of menopause symptoms to make daily life more comfortable and productive for our staff. For instance, we try to be as flexible as we can around working hours and location to help those suffering from sleeplessness, provide cooling aids to make hot flushes more bearable and have created designated quiet areas when you just need time out.

Flexible working arrangements

Discussions and accommodations to modify work schedules, aiding in symptom management (wherever possible?).

Absence from work

Any absences from work can be recorded in the usual absence process.

Trained line managers to provide help and support

In case of absence from work and applying reasonable adjustments.

Cooling comfort

Provision of fans and other cooling aids to help manage hot flushes and maintain comfort at work.

Meeting flexibility

Support for stepping away from meetings or duties as needed due to sudden symptoms.

Quiet areas

Designated spaces for rest and recuperation, allowing time away from the busy work environment.



Physical Support

Helping you maintain your wellbeing

We recognise that, beyond the most obvious physical and emotional symptoms, the menopause can impact a person's health in other ways. It can, for instance, reduce cardio-vascular and muscle strength. We provide a variety of different initiatives to help you maintain an active lifestyle and support your mental and physical wellbeing – everything from gym memberships to walking and talking groups to learning relaxation techniques and mindfulness approaches.



Exercise classes

Tailored menopause sessions focusing on strength, flexibility, and cardiovascular health, at SGS Active, suitable for all fitness levels.

Gym access and discounts

Free use of college gym facilities and discounts at local gyms to encourage regular exercise.

Yoga relaxation 'after hours' online sessions

Enjoy these relaxing yoga and stretching classes to enhance mental well-being, sleep and stress management in the comfort of your own home.

Outdoor Swim Club

Join our non-competitive, friendly outdoor swim club at xxx and reap the benefits of cold water immersion.

'Walk and Talk' sessions (Stroud campus)

Organised walking groups to promote physical health and social connection.

Nutrition Coaching

Learn how to support yourself through nutrition, and get delicious recipes in our monthly nutrition coaching group.

Cycle to work scheme

Encouraging active commuting to improve cardiovascular health and overall well-being.

Access to shower room

Need to refresh? Not a problem, you have access to our staff shower rooms xxx.





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South Gloucestershire
and Stroud College

Supporting you... to make a difference to the lives of others

www.sgscol.ac.uk